WORK IS GOOD FOR US

- Happier workers are 12 per cent more productive than average, with unhappy workers 10 per cent less productive
- Almost 14 million working days are lost to sickness absence in London every year
London Healthy Workplace Charter

- An evidence-based accreditation scheme
- Supports and inspires employers to create health-enhancing, supportive, productive workplaces where staff can flourish
- Eight flexible standards
- Delivered in partnership with 26 boroughs

The story so far:
- 554 employers signed up – of all sizes and sectors
- 152 accredited at commitment, achievement or excellence levels
- 280,000 employees benefiting

Key sectors: Registered interest Accredited
Charities 69 14
NHS 67 31
Hospitality and Leisure 44 7
Retail 18 4

Links to Mayoral commitments:
- Good work improves physical/mental health/wellbeing
- The workplace is an ideal setting in which to promote healthy lifestyles: healthy eating, physical activity, smoking cessation
London Healthy Workplace Charter

Ambitions 2017-2020
• Scale up with 750,000 employees benefiting by end of 2020.
• Focus on low-paid sectors
• Start a social movement for workplace health across London’s workforce

Opportunities
• Continuing to draw on good-will support: Boroughs, verifiers, sponsors
• Building promotional activities
• Focussing on the low paid – more impact on health inequalities

Challenges
• Ensuring active promotion of LHWC to employers
• Budget constraints
• Attracting sponsorship
• Making the Charter accessible to SME’s
• Getting into the low paid sectors
• Evaluation and measurement
THE NUTS AND BOLTS

Businesses provide evidence against a number of standards across eight areas:

1. Corporate support for wellbeing
2. Attendance management
3. Health & safety
4. Healthy eating
5. Physical activity
6. Mental health & wellbeing
7. Alcohol & substance misuse
8. Smoking

Three levels of award:

- Excellence
- Achievement
- Commitment
EXAMPLES OF HEALTHY CHANGES
## Case Studies

<table>
<thead>
<tr>
<th>NHS Trust</th>
<th>NHS Innovation Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employing 6,500 people and supporting 700,000 patients across three boroughs (Excellence Award 2016)</td>
<td>Innovation organisation with 35 employees (many on secondment from other NHS organisations). Sits within a Trust (Achievement Award 2016)</td>
</tr>
</tbody>
</table>

- The trust identified a lead for Health and wellbeing in 2010
- Has strong commitment from the Board. Health and wellbeing has been embedded in the Occupational health team and work closely with health and safety and Estates team to work together.

**Examples of good practice:**
- Employees are involved in the well-being steering group and also as health champions
- Gained an award for smoking cessation work
- Smoking free site
- Green gyms developed

- Organisation wanted to hold Charter accreditation as a separate organisation to demonstrate its commitment to the workplace health agenda and to encourage its other member organisations to follow suit.

**Examples of good practice:**
- Arranging mental health first aid training
- Pilates and Yoga classes
- Access to the “Dietitians at Work” service
DISCUSSION QUESTIONS

• What are the barriers to improving workplace health?

• What are the opportunities in NHS settings to improve workplace health?

• How do we get NHS staff engaged?
CONTACT DETAILS

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