This regular e-Bulletin is produced by Public Health England South West. It is designed to keep you in touch with the Workplace agenda locally and nationally, and give you an opportunity to feedback any comments or queries.

Southwest Workplace Health Network Survey Results

Thank you to the 13 network members who completed the Workplace Health Network Questionnaire. The main findings of the survey were:

- 100% strongly agreed or agreed the e-bulletins added value to their work
- 92% strongly agreed or agreed that workplace health webinars, a digital sharing platform and online forums would add value to their work
- 85% strongly agreed or agreed that the H&W network events are valuable
- 85% strongly agreed or agreed network activities reflect the objectives of the network
- 46% strongly agreed or agreed network member’s honoured commitments to the group.
- The 5 areas network members would like to see a focus on this year are mental health, musculoskeletal health, physical activity, healthy eating and cancer.
- Geography, travel constraints and work commitments were given as reasons for not being able to attend network events.
- Suggestions received to improve the network included network members hosting the network events and a wider remit of speakers such as experts from HR and academia.

PHE SW and the network chair will review the findings of the survey and feedback new ways of working in March’s e-bulletin.

If you would like to meet a PHE workplace lead to discuss the Workplace Wellbeing Charter, Local Award Schemes or Workplace Health opportunities in general please contact steve.smeeth@phe.gov.uk (Cornwall, Devon, Torbay, Plymouth, Somerset, North Somerset, Bournemouth, Poole and Dorset) or dominic.gallagher@phe.gov.uk (Gloucestershire, South Gloucestershire, Bristol, BANES, Swindon and Wiltshire).
The impact on employment outcomes of drug or alcohol addiction, and obesity
The government asked Professor Dame Carol Black to undertake an independent review into how best to support people who are addicted to alcohol or drugs, who are obese, to start, return or remain in work. This review provides an evidence-based analysis of the barriers that stand in the way of employment and recommends practical interventions to help overcome them. Read here.

Government’s proposal for a modern industrial strategy
Economic development that leads to more jobs for people in our communities is a big contributor to closing the health gap. Nowhere is the link between health and wealth more important than in relation to work and that is why the Government’s proposal for a modern industrial strategy is so relevant to improving the public’s health.

Jobs are important for our health; and our health is important for staying in work for longer. Health is about more than healthcare – what also matters is having a job, a home and a friend. From developing skills to upgrading infrastructure and supporting businesses to start and grow, the industrial strategy sets out to improve living standards by increasing productivity and driving economic growth across the whole country. The public’s health is at the heart of inclusive growth, PHE will work with system partners and the Government to finalise the strategy and support its implementation. Read here.

Annual Report of the Chief Medical Officer 2015 - Health and Employment
The CMO have published a report on the Baby Boom generation (50-70yr) which includes a chapter on health and employment issues in this age group. Read here.

Musculoskeletal Return on investment tool
Public Health England has commissioned York Health Economics Consortium (YHEC) to develop an economic tool to compare the return on investment of interventions for the prevention of musculoskeletal (MSK) conditions. The tool will focus on high volume MSK conditions in working age adults (osteoarthritis hip & knee, back pain and neck pain) and will compare the cost effectiveness of a selected number of interventions.

YHEC and Public Health England would like to establish an MSK ROI User Group to influence the development of the MSK economic tool. We will consult the User Group on:

- How interventions are implemented in practice;
- The measures that would be most appropriate and useful for local commissioners and providers using the tool to inform investment decisions.

If you are interested in being involved in the MSK ROI User Group, please contact Dianne Wright at Dianne.wright@york.ac.uk

HSE Health and Work Strategy
HSE have published their Health and Work strategy, which focuses on work-related stress, musculoskeletal (MSK) disorders and occupational lung disease. Read here.

SME Postvention Toolkit
If anyone knows of any SMEs who would be willing to complete an anonymised case study which could be used in a suicide postvention toolkit for employers please contact Manual Ramos - manuel.ramos@phe.gov.uk
**Complexities and Challenges: Working With Multiple Health Conditions**
People who experience multiple long-term health conditions have poorer outcomes for a range of employment-related measures - particularly where there is a combination of mental and physical health conditions - and the chances of being in employment reduces as the number of conditions increases. This Work Foundation report highlights the challenges of working with multiple physical and mental health conditions and shows how support might be improved. Read here.

**Related Stress, Anxiety and Depression Statistics**
This Health and Safety Executive report shows 1.3 million people suffered from a work-related illness in 2015/16 with 488,000 cases of work related stress, depression and anxiety. Stress is more prevalent in public service industries, such as education, health and social care; and public administration while the main work factors cited by respondents as causing work related stress, depression or anxiety were workload pressures, and a lack of managerial support. Read here.

**NICE guidance on low back pain**
NICE has published new guidance on low back pain. It covers assessing and managing low back pain and sciatica in people aged 16. The guideline aims to improve people’s quality of life by promoting the most effective forms of care for low back pain and sciatica. Read here.

**Healthcare Workers Flu Vaccine Uptake**
Public Health England has released this season’s flu uptake figures which show 61.8% of frontline healthcare workers (594,700 people) have been vaccinated by the end of December 2016. 75 NHS trusts have reached the 75 per cent uptake figure, with an additional 44 trusts reaching 65 per cent. Read here.

**Guidance on menopause and the workplace**
The Faculty of Occupational Medicine (FOM) is pleased to launch guidance on menopause in the workplace. This guidance is aimed at women going through menopause and experiencing the impact it has on their working lives. It also offers employers practical guidance on how to improve workplace environments for menopausal women. Read here.

**Live long and prosper? Demographic trends and their implication for living standards**
This Resolution Foundation report explores how the UK population has changed over the last century and how it is set to change in future. It discusses how the changes in demography, particularly in relation to age, will impact on all aspects of society including employment and labour, finances and health inequalities. Read here.

**How Are You Quiz**
Around 40 per cent of all deaths in England are related to poor lifestyles, such as smoking, drinking too much and being sedentary. The PHE How Are You quiz asks questions about the type of foods you eat, how often you drink alcohol and whether you smoke and is designed to provide some recommendations on how to improve your lifestyle. The quiz is available by clicking the How Are YOU image and is a great way for employees to re-evaluate and improve their health.
Time to Talk Day – 2nd February 2017
Time to Talk Day is a national awareness day organised by Time to Change, the charity dedicated to tackle stigma and discrimination of mental health issues. More information available here.

Act F.A.S.T. campaign returns to empower people to call 999 at any sign of a stroke
On 2 February 2017, Public Health England will relaunch the national “Act FAST” stroke campaign. The campaign aims to raise awareness of the symptoms of stroke and to encourage people who recognise any single one of the symptoms of stroke, in themselves or others, to call 999 immediately. The campaign is built around the ‘Act F.A.S.T.’ (Face, Arms, Speech, Time) acronym to emphasise the importance of acting quickly by calling 999: Campaign resource details are available here.

News, Events, Case Studies and Good Practice

Healthy Active Ageing Webinar
The next webinar in the series looks at the latest data, evidence and best practice to improve healthy active ageing. The particular focus will be on wellbeing of the ageing workforce and increasing physical activity. The hour long webinar takes place Monday 27 Feb 1-2pm. Please register your interest using the online registration form. For any queries please email: Dominic.Gallagher@phe.gov.uk

Health at Work Case Studies
The fit for work team are developing a cluster of best practice case studies that can be used to help engage employers. The team are particularly looking for case studies from SMEs. If you have any examples of good practise which organisations would be willing to share please forward to steve.smeeth@phe.gov.uk by 10th February 2017.

Reducing Sickness Absence, Improving Workplace Productivity Conference
On Tuesday 28 February 2017 Inside Government are hosting their Reducing Sickness Absence, Improving Workplace Productivity Conference. Delegates will learn how to improve sickness absence rates, productivity, how to implement preventative strategies, and learn from the private sector in sickness absence management. More details available here.

HSE Stress Solutions Discussion Community Group
This community is for you to discuss approaches to tackling stress in the workplace, and to provide feedback to the HSE. Here you can share your ideas and experiences and identify or request help on solutions to the problems of stress, changes to working practices that reduce stress and share successes and share actions that have helped you. Join here.

Disability Talking
Cardiff University illustrates the employment disability gap and the importance of reasonable adjustments to keep disabled people in work. Video here.

Health service staff flu vaccination levels hit new record (Nursing Times - 23/12/16)
More than half a million NHS staff in England have been vaccinated against influenza so far this year, marking the most successful campaign to date. Read here.
A third of employees have missed or postponed a GP appointment because of work (Pulse Today – 5/12/16) A third of people have cancelled, missed or postponed a GP appointment because work pressure means they are reluctant to take time off, according to a YouGov survey of 1,000 people at middle management or below. 34% felt work pressure made a health problem worse and 37% stayed at work despite being unwell. Read here.

Keep on working into old age for the good of your health (Daily Telegraph 8/12/16) Older people should consider working until their 70s for the good of their health, the chief medical officer will pronounce today in new advice to today’s baby boomers. Read here.

Sleep Deprivation 'costs UK £40bn a year' (BBC News 30/11/16) Sleep-deprived workers are costing the UK economy £40bn a year and face a higher risk of death, says a new study. Read here.

'See past my disability, give me a job' BBC News (7/12/2016) A government commitment to increase the employment rate of disabled people will take nearly half a century, according to a group of MPs. Watch June’s story here.

Dentists call to end 'workplace cake culture' (BBC News - 3/1/2017) Dentists have criticised “workplace cake culture”, saying the sharing of sweet treats in the office is contributing to health problems. Read here.

Women suffer more work related stress than men (Guardian - 30 December 2016) In the past three years, 272,000 women reported work related stress compared to 200,000 men with the situation worse for those aged 35-44 when many women are juggling responsibilities for looking after children and elderly parents. Read here.

83% of 40-60 year old Britons are either overweight, physically inactive or exceed alcohol guidelines, (Independent - 28 December 2016) Public Health England launches a health campaign, One You, aimed at this age bracket. More men, (87%), than women, (79%), fit into this category. Read here.

Builders' higher skin cancer risk: People who regularly work outside found to have a higher chance of developing the most deadly type (Daily Mail – 18/01/2017) Builders, the police and those in the armed forces are at higher risk of the most deadly type of skin cancer, researchers warn. Read here.

Skin cancer risk warning for Cornwall's builders, fishermen, farmers and lifeguards (Cornwall Live – 22/01/17) Thousands of Cornwall's outdoor workers have been warned they are at a heightened risk of skin cancer after new figures revealed working in the sun could lead to one death a week. Read here.