

HEALTH SCRUTINY PANEL - WEDNESDAY, 20TH NOVEMBER, 2019

SUPPLEMENTARY PAPERS

The following presentation was tabled at the meeting:

<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
5.	Annual Director of Public Health Report 2019 Berkshire - A Good Place to Work	1 - 18	All

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DIRECTOR OF PUBLIC HEALTH REPORT
BERKSHIRE 2019

Berkshire:
A good place to work

2019 Director of Public Health Report



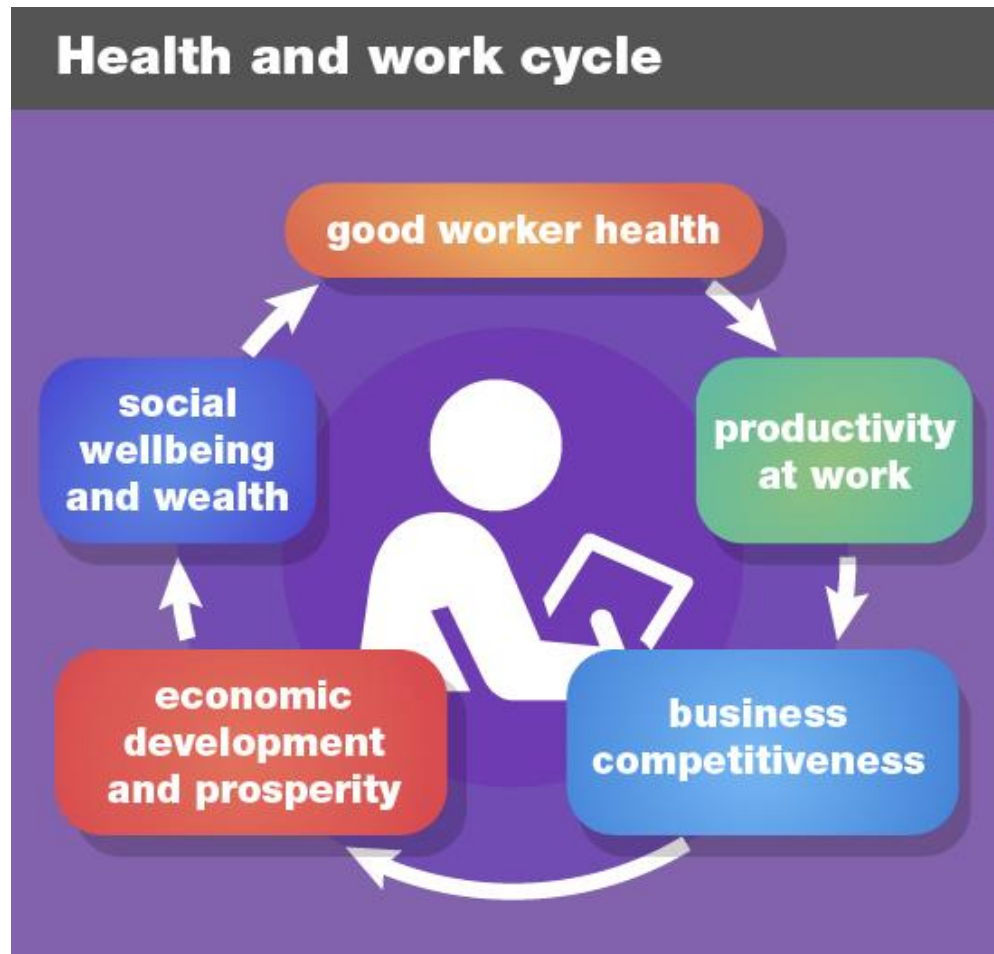
The Win:Win for work and health

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- Working in Berkshire
- Meeting the Challenge
- What can we do?
- Next steps

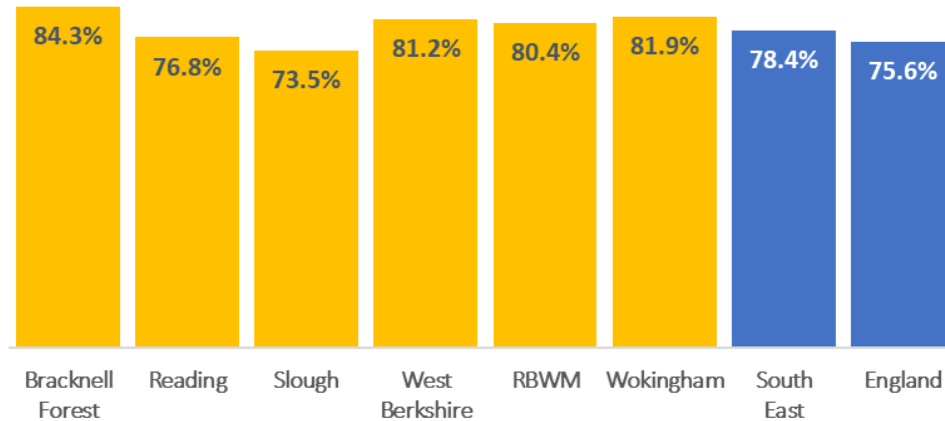


The Win:Win



Working in Berkshire

**EMPLOYMENT RATES FOR PEOPLE AGED 16-64
(2018/19)**

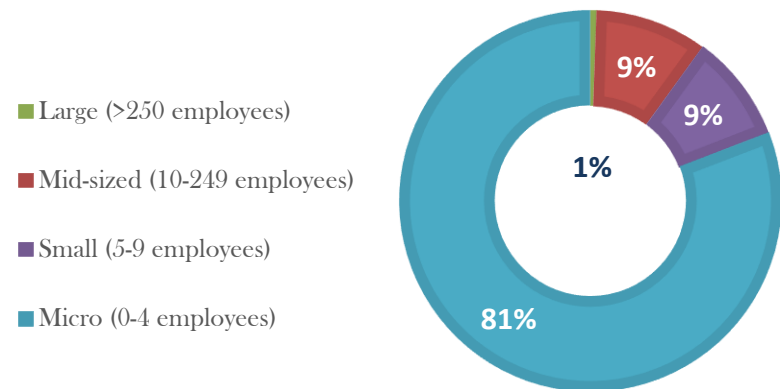


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TOP 5 BUSINESS SECTORS IN BERKSHIRE (2017/18)

1. Professional, scientific & technical
2. Information & communication
3. Construction
4. Wholesale & retail trade; repair of vehicles
5. Administrative & support service activities

**BUSINESS SIZE IN BERKSHIRE
(2017/18)**

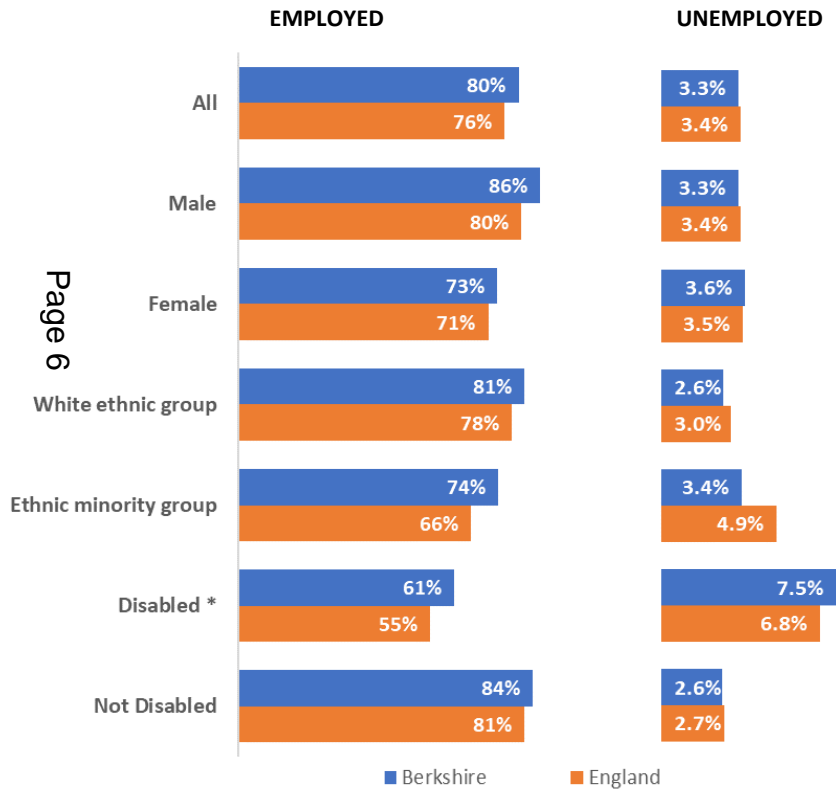


Our Major Employers

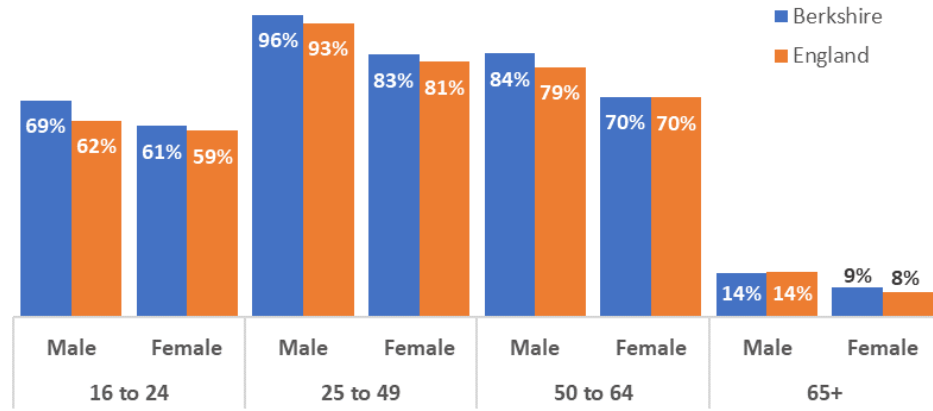
Name	Number of employees (local estimate)
NHS	16,500
6 local authorities	9,300
Vodafone	5,000
AWE	4,500
University of Reading	3,500
Waitrose (HQ & distribution centre)	3,400
Microsoft	3,000
Telefonica O2	2,500
GSK	2,000
Merlin (Legoland)	2,000
Oracle	2,000
Royal Mail	2,000
SSE	2,000
Fujitsu	2,000

Employment rates

EMPLOYMENT AND UNEMPLOYMENT RATES IN BERKSHIRE AND ENGLAND FOR PEOPLE AGED 16-64 (2018/19)



EMPLOYMENT RATES BY SEX AND AGE GROUP (2018/19)

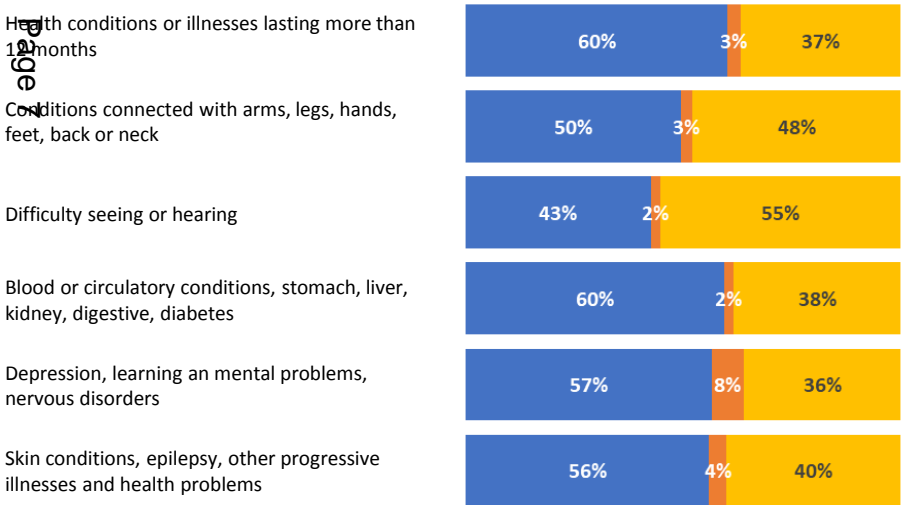


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Office for National Statistics; [Annual Population Survey](#)

Access to good work is easier for some

EMPLOYMENT ACTIVITY FOR PEOPLE AGED 16 AND OVER WITH A DISABILITY IN BERKSHIRE (2018/19)



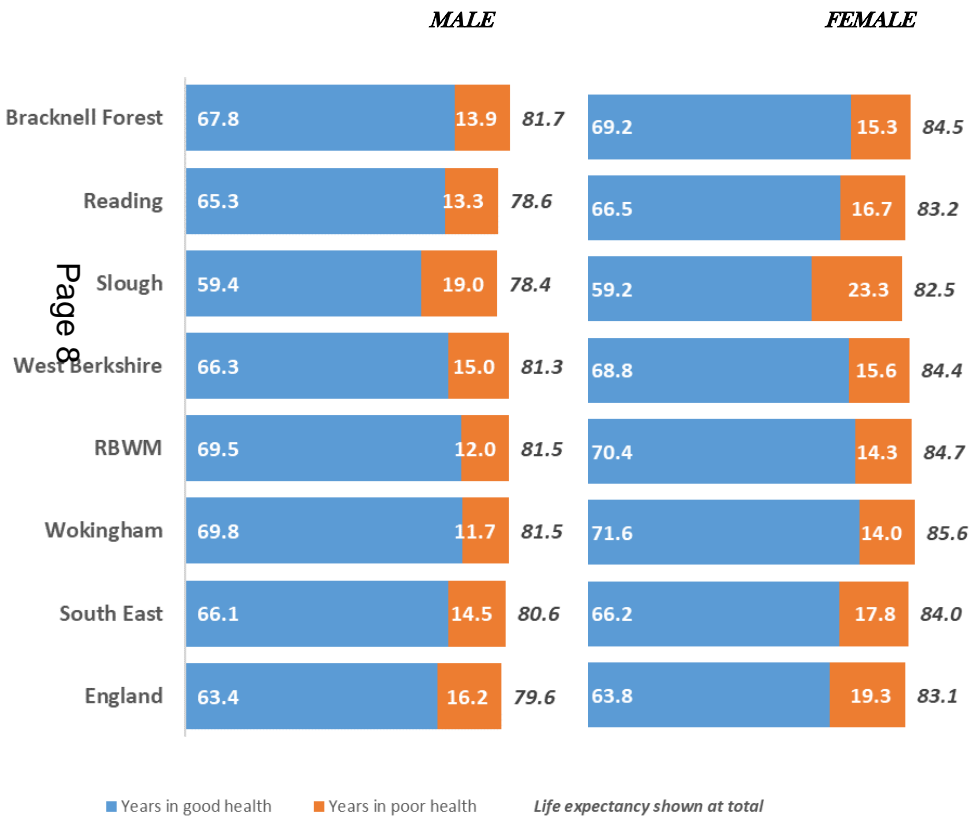
■ Employed ■ Unemployed ■ Economically Inactive

GAP IN THE EMPLOYMENT RATE BETWEEN KEY GROUPS AND THE OVERALL EMPLOYMENT RATE (2017/18)

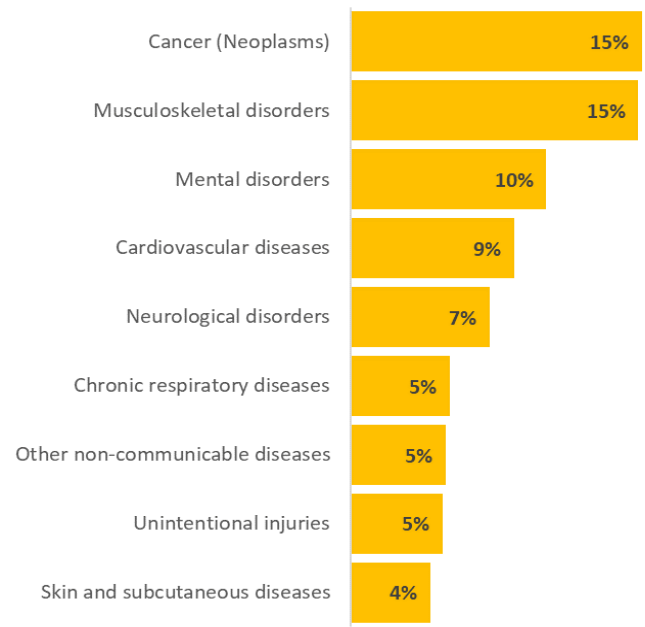
Area	People with a Learning Disability	People in contact with Secondary Mental Health services	People with a long-term health condition
Bracknell Forest	74%	68%	5%
Reading	73%	67%	11%
Slough	74%	66%	14%
West Berkshire	77%	69%	15%
RBWM	65%	69%	9%
Wokingham	64%	57%	11%
England	69%	68%	12%

Meeting the Challenge

YEARS IN GOOD AND POOR HEALTH (2015-17)



MAIN CAUSES OF DISABILITY-ADJUSTED LIFE YEARS (DALYS) IN BERKSHIRE FOR PEOPLE AGED UNDER 75 (2017)

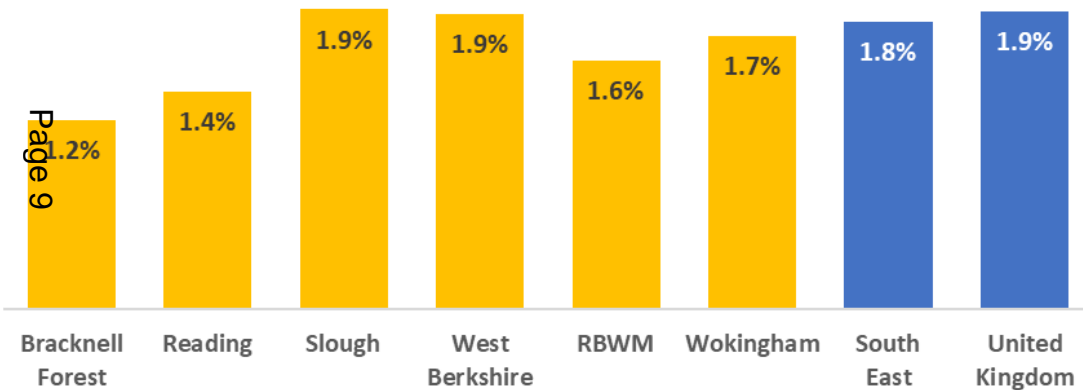


Public Health England; [Public Health Outcomes Framework](#)

Institute of Health Metrics and Evaluation; [Global Burden of Disease Compare tool](#)

Productivity

SICKNESS ABSENCE RATES ACROSS BERKSHIRE AND THE UNITED KINGDOM, 2017



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Sickness absence is going up

- Presenteeism increased by **three times** since 2010
- Only **30%** of managers take initiatives to identify the underlying cause of presenteeism

Why are people off sick?

Mental ill health – depression & anxiety

- high workload pressure
- insufficient managerial support
- lack of clarity of role and responsibilities
- experience of violence, threat, bullying in the workplace
- lack of employee engagement when business undergoes organisational changes

Musculo-skeletal conditions

- post injury or conditions like arthritis
- heavy lifting
- sitting for long periods
- repetitive movements
- unfit

([Health and Safety Executive](#), 2018).

What can we do?

There are some actions all employers can take to ensure the health and wellbeing of their workforce is looked after

The infographic consists of eight rounded rectangular boxes arranged in a 2x4 grid. Each box contains an icon at the top and a text box below. The icons are: 1. A group of stylized human figures in various colors. 2. A stylized human figure climbing a set of stairs. 3. A blue box with the NHS Health Check logo and a list of services: '40-75 years', 'Blood pressure', 'Cholesterol', 'Diabetes', 'Smoking', 'Weight'. 4. Two stylized human figures, one holding a small object. 5. Two stylized human figures, one appearing to be speaking to the other. 6. A stylized blue van. 7. A stylized human figure sitting on a bed. 8. A stylized human figure with a stethoscope around their neck, standing next to another stylized human figure.

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Ensure strategic level support to workplace health and **that this is communicated to staff**

Encourage healthy behaviours in the workplace, **including taking regular breaks, eating well and increasing physical activity**

Promote uptake of health risk reduction and promotion programmes, such as the NHS Health Check and NHS Stop Smoking Services

Provide fast access to **occupational health services and physiotherapy**

Provide training for managers, including how to speak to staff about physical and mental health issues

Consider reasonable adjustments such as **flexible working**

Measure and monitor sickness absence levels and use data to target action

Conduct an annual **Workplace Health Needs Assessment**

Workplace Policy & Practice

- Good work
- Understanding needs
- Reviewing the policy
- Working with employees

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“Sound HR policies are the absolute bedrock of workplace health and wellbeing”

A workplace to support health



Physically active every day



Genuinely smoke free



Healthy food

Some groups need special attention

Shift Workers

New mothers

Part time workers

People with disabilities

Older workers

Carers

Armed Forces community

People with long term conditions

Gig economy workers

1 in 2

receive full base safety induction

4 in 10

work without paid holiday that they are entitled to

1 in 3

have access to support from occupational health

Today

- Workplace health is a win:win for population health and business
- We have a particular opportunity **here**
- There are good ideas and resources out there

Next Steps

1. Start a better conversation in your organisation about improving health *and listen*

2. Use the evidence on what works to make a plan and *start somewhere*

3. Measure change and *adapt your approach*

4. Share your learning with others and *learn from them*

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