

Healthy Working Lives

Performance executive summary 2021–2022

Publication date: 14 February 2023



Translations



Easy read



BSL



Audio



Large print



Braille

Translations and other formats are available on request at:

 p hs.otherformats@p hs.scot

 0131 314 5300

Public Health Scotland is Scotland's national agency for improving and protecting the health and wellbeing of Scotland's people.

© Public Health Scotland 2023

OGL

This publication is licensed for re-use under the [Open Government Licence v3.0](#).

For more information, visit www.publichealthscotland.scot/ogl



www.publichealthscotland.scot

0971 2/2023

Introduction

The 2021–2022 Healthy Working Lives (HWL) Implementation Plan was developed and agreed by the national HWL Implementation Group and Public Health Scotland (PHS), with delivery taking place in the context of the COVID-19 pandemic and the commissioning and implementation of a Health and Work Programme review by PHS.

Both PHS and the territorial health boards (HBs) were involved in pandemic response work, including ongoing full or partial redeployment of team members to key roles. This resulted in the continued pause of elements of PHS and HB activity, including the HWL Award, and the reduction of access to many aspects of the programme such as marketing, assessments and face-to-face training. As a result, capacity to support HWL and workplace activities was not consistent and was much reduced across Scotland. As restrictions started to ease, teams moved towards supporting remobilisation efforts and helping workplaces through recovery.

Healthy Working Lives review

During the financial year, PHS commissioned a review of their Health and Work Programme, led by Axiom Consultancy. Following this, PHS communicated their intention to bring the HWL Award and adviceline to a close and to work with HBs to plan and implement their exit from one delivery model and transition to a new one. This would take account of the changing policy and operating environment required to address health challenges and inequalities in health outcomes for the working age population in a post-COVID-19 world.

Implementation group

The HWL implementation group has representation from across all HB areas and PHS. The group met throughout 2021 and 2022 and actions within the implementation plan and subsequent implementation report reflected the changes in

the operational and strategic landscape caused by the pandemic and the health and work review.

2021–2022 Highlights

Fewer organisations were recorded as accessing HWL services than in the previous year (47%), with the majority who did being small and medium-sized enterprises (SMEs) (262 SMEs and 172 non-SMEs, employing 229,976 employees).

HBs used local online training and events to engage with organisations. Topics requested and offered included: workplace health and wellbeing surveys; health needs assessment; mental health and wellbeing; health and safety; and various health improvement topics.

Online virtual learning environment (VLE) training continued to be available on the PHS platform. Current courses were reviewed and updated to reflect COVID-19 and fair work. A total of 327 completion certificates were issued. The HWL alcohol and drugs course showed an increase in certification, with the highest performing course being 'Stress and the workplace'.

The national HWL website was maintained and content updated to align with Scottish Government's public health strategy on COVID-19. The site has 2,695 individuals registered for web accounts.

Web pages were viewed 797,693 times by 635,677 users. The most viewed content was on risk assessment with 45,801 views (62% increase on the previous year).

Use of digital and social media were critical during the pandemic to maintain employer engagement. HBs used social media, including LinkedIn, Twitter and Facebook, issued newsletters and engaged with local partners to promote activities and training opportunities. Many HBs also have a web presence and keep these up-to-date. PHS maintained a presence on the HWL Facebook and Twitter accounts, albeit with less interaction than in previous years.

The implementation group signed off the Implementation report for 2021–2022 and, for governance purposes, presented it to the PHS Head of Economy, Poverty and

Environment and the Deputy Director of Public Health Services in NHS Greater Glasgow and Clyde. The implementation group will now focus on delivery of services in 2022–2023 and the implementation plan for that period.

As part of the reporting process, HBs created case studies as examples of their interaction with clients across their area. A number of these are included below to demonstrate the breadth of work that local HB teams engaged upon during the year.

Case studies

NHS Tayside workplace team

COVID-19 and remobilisation: occupational health and safety

The COVID-19 pandemic affected businesses in a number of ways, with many struggling to survive financially through the necessary restrictions. A key area of work during this time was the provision of support for workplaces to enable them to operate, while providing a safe environment for staff and customers and adhering to Scottish Government guidelines. In many cases, this support enabled the business to stay open, often with some diversification, and to ensure the continued employment of their workforce.

A 'Recovering Your Workplace' toolkit was produced and distributed in May 2020, with an updated version circulated in February 2021. Tailored support and advice were provided to workplaces and an interactive, sector-specific COVID-19 risk assessment document was developed and continually updated to reflect up-to-date guidance and requirements, which 112 SMEs benefitted from. Throughout 2021–2022 bespoke advice and support was provided to 214 SMEs in Tayside. Fifty-two of these were for businesses in the hospitality and leisure sectors with businesses within hair and beauty, arts and recreation, construction, health and fitness and retail also well represented.

'This guidance gave me and team the confidence to open our doors. The sector-specific COVID-19 risk assessment allowed us to start serving our community again and I would recommend the service to anyone.'

'NHS Healthy Working Lives provided invaluable support with establishing our health and safety policies and risk assessments. I wanted to ensure we were doing everything properly and had the welfare and safety of customers and staff at the forefront so we could reopen with confidence.'

NHS Fife workplace team

#ItsEveryonesJob

#ItsEveryonesJob Mental Wellbeing and Suicide Prevention campaign was a successful collaborative project designed with partners such as Samaritans and Fife Lived Experience Panel and tailored to Fife's workforce needs and priorities.

The workplace campaign encouraged Fife's workforce to have healthy conversations around mental wellbeing, mental health and suicide by raising awareness of the range of support that is available and encouraging those in need of help to access it. A range of materials were developed – a digital toolkit, a traumatic incident framework, a lived experience case study and web-based information.

Highlights included:

- 453 campaign page views through the NHS Fife web platform
- over 70% of post-campaign survey respondents felt the campaign was either very valuable or valuable to them

NHS Greater Glasgow and Clyde

Online training

For 2021–2022, online training was delivered to workplaces in the area. This was the main focus of the team work plan and this method of training was very accessible to contacts and was well received. Training numbers were up even compared with pre-COVID years, and training costs were reduced by using the Teams Portal.

In order to deliver online, the team developed and implemented a new training process and registration portal and staff were trained and then supported each other to learn the technology and training techniques. This learning and practice will be carried into the 2022–2023 work plan. NHS GGC also shared training content and practice with other Scottish boards.

NHS GGC delivered a total of 79 remote sessions on 19 different topics. In total 1,565 participants were trained (including 474 from the Scottish Association for Mental Health and Alcohol Focus Scotland). The team deliver 55 courses and 24 courses were delivered by external trainers.

Training topics included:

- good sleep
- resilience
- loss and grief
- long COVID
- keeping active at work
- gambling harms
- financial wellbeing
- good money management

- Home Energy Scotland
- a SAMH webinar
- movement and breath session
- men's health, risk assessment
- mentally healthy workplaces
- family money