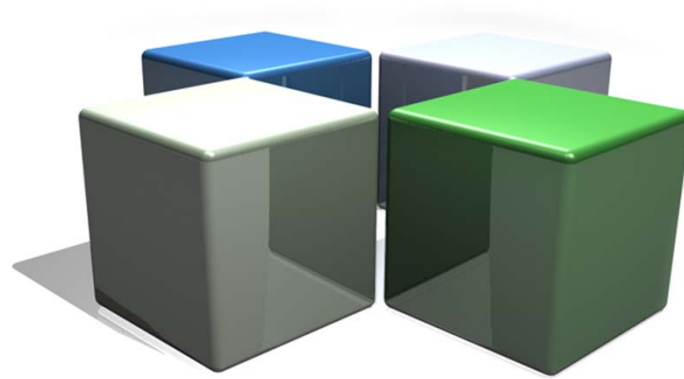


The complete picture of health





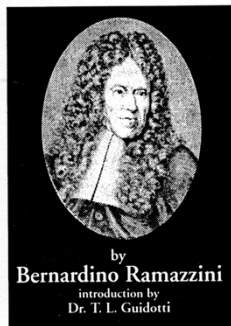
Helping People Take Care of Themselves At Work

Dr Steven Boorman
Medical Director UK Occupational Health Services
8th November 2011

Could approach this in different ways!



DISEASES of Workers

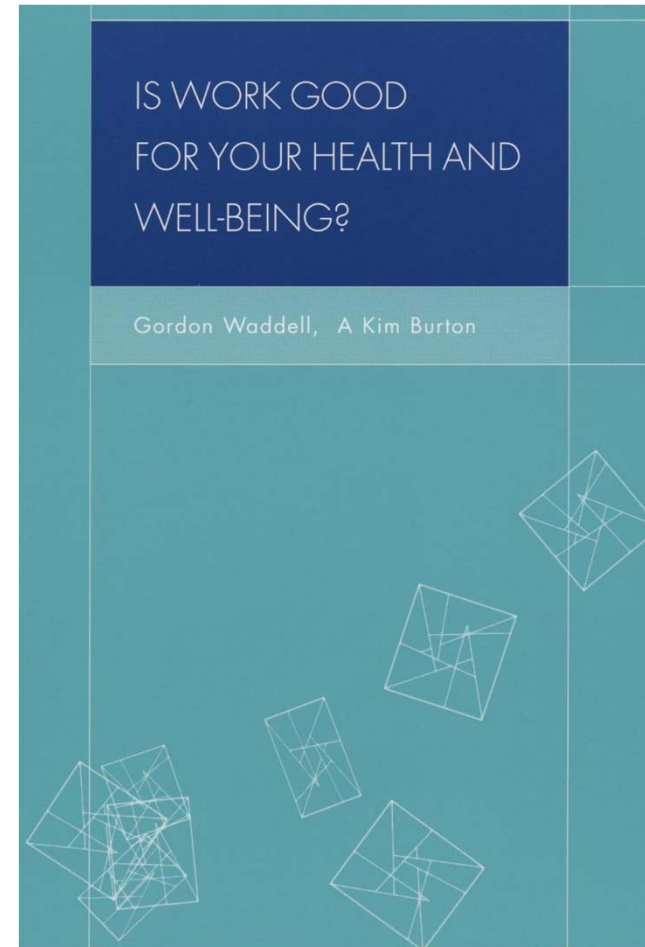
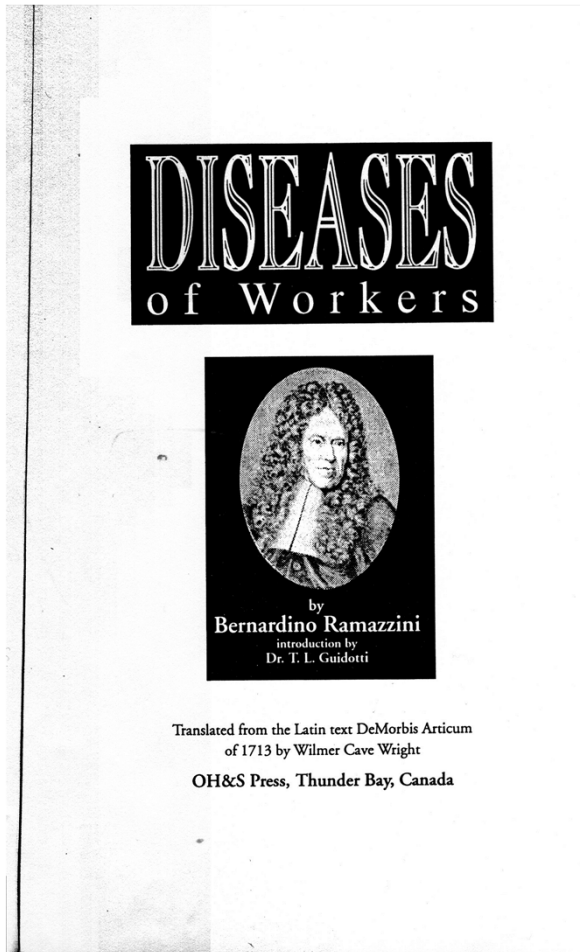


by
Bernardino Ramazzini
introduction by
Dr. T. L. Guidotti

Translated from the Latin text DeMorbis Articum
of 1713 by Wilmer Cave Wright

OH&S Press, Thunder Bay, Canada

Could approach this in different ways!



What is Good Work?

Marmot highlighted ten key components

- **Precariousness** – stable, risk of loss, safe
- **Individual control** – part of decision making
- **Work demands** – quality and quantity
- **Fair employment** – earnings and security from employer
- **Opportunities** – training, promotion, health, “growth”
- **Prevents** social isolation, discrimination & violence
- **Share information**, participate in decision making
 - collective bargaining, justice if conflicts
- **Work/life balance**
- **Reintegrates** sick or disabled wherever possible
- **Promotes HWB** – psychological needs self efficacy, self esteem, belonging and meaningfulness
- Both physical and psychosocial environments critical



Photo by Vincent Laforet / The New York Times

We spend a lot of waking time at work!



Royal Mail Group

I owe Ian's vision!



Boy's like cars!

Why did the manuals work?



Familiarity

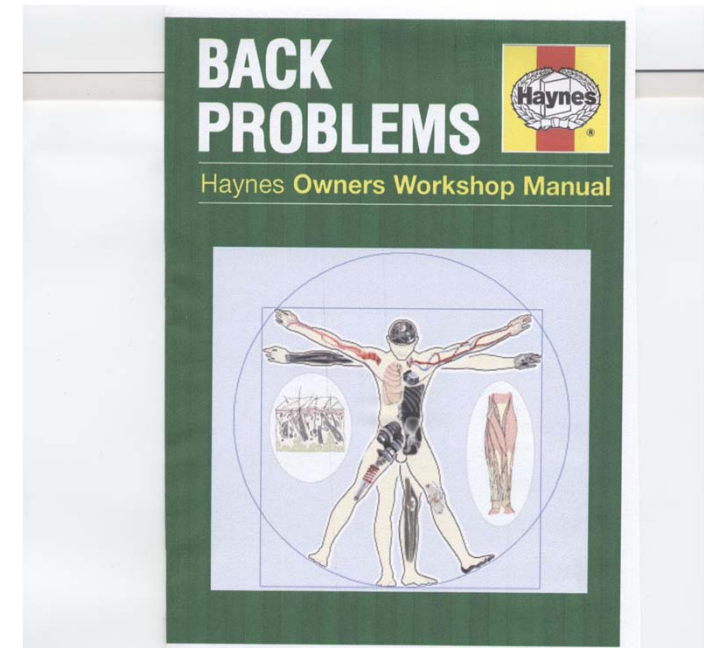
Humour – appropriate

Simplicity of communication

Avoided preaching or talking down

Followed principle of DIY

ie SELF CARE



Who do you trust?



“Trust me I’m a doctor!” – was not the natural first reaction!

Taglines!



Feeling first class

Check your nuts



HELP (Health Employment Legal and Practical)

Branding!



IT gives a new opportunity / threat



Even our blue collar workforce increasingly has access, games, tax schemes, home use versus work

Likelihood of lost time – simple actions!

- Sunday Times Top 100 Companies to Work for
- “feeling listened to was the most important factor in determining how much respondents valued their organisation”



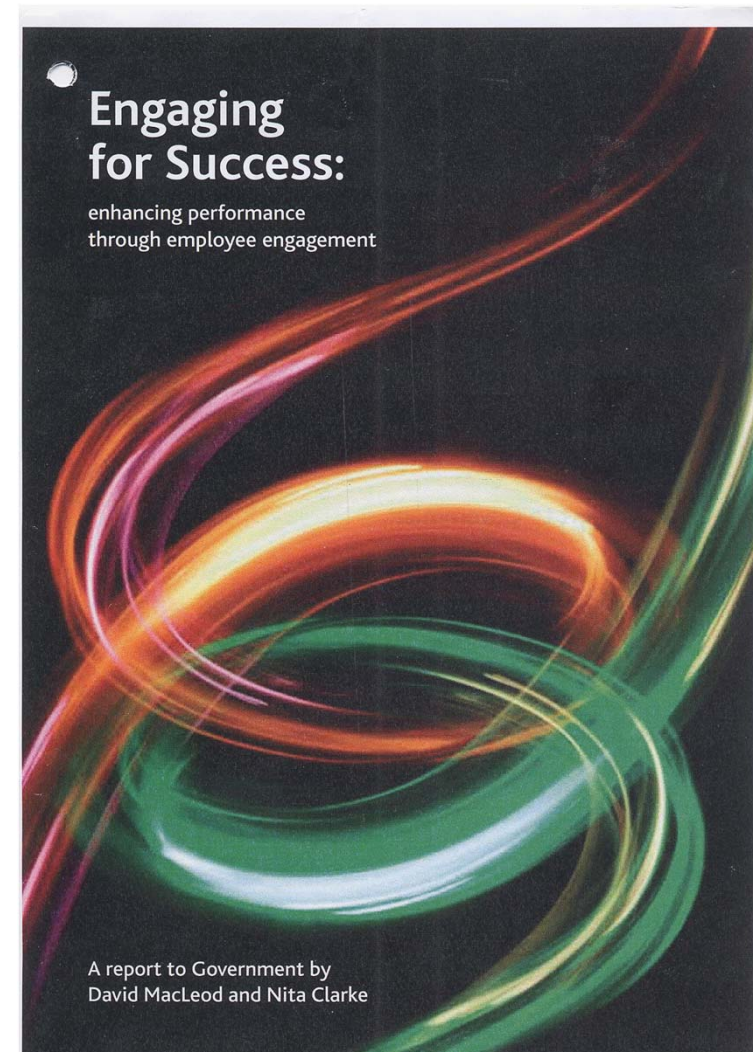
NHS Health and Well-being

Final Report
November 2009

Management capability and actions	Listened to	Not Listened to
Likelihood of absence	34%	54%

Engaging for success

- “Our conclusion from the evidence available, including our own first hand observations of the impact of successful employee engagement in practice, is that the correlation between engagement, well-being and performance is repeated too often for it to be a coincidence”
- David McLeod
- Nita Clarke



Health of NHS Employees

Data Modelling is there any real evidence it makes a difference?

Modelling on the staff perception survey responses provided some interesting conditional probabilities relating to lifestyle

Smoking as a risk factor for SA	Non Smoker	Smoker	Heavy Smoker
Likelihood of absence	30%	59%	n/a
Likelihood of absence for a period greater than one day	34%	54%	59%

- **Smokers do have more sickness absence**
- **And NICE has evaluated smoking cessation effectiveness**

Health of NHS Employees

Data Modelling

Simple lifestyle factors do make a difference!!

Exercise and sickness	No Exercise	Regular Exercise
Likelihood of no absence in non-smokers	57%	65%

- **But exercise was difficult with demanding jobs**
- **But arrangements didn't always make it easy!**

And finally – there's more out there than there has been!

- Recent developments have made good quality self help material much more easy to provide from workplace links
- Eg Royal College of Psychiatrists new site
- Eg The Responsibility Deal promoting Chronic medical Conditions Guide
- Eg Third sector developing work targeted materials



Any questions??

Dr Steven Boorman
Medical Director UK Occupational Health Services
October 2011