

workplace health

A guide for Employers

Did you know that an average person spends more than half their waking hours at work! And many jobs involve long periods of being inactive. Employers are in a unique position of being able to educate, motivate and support their employees in understanding and actively maintaining their fitness and wellbeing (*Commercial Occupational Health Providers Associations*).

BENEFITS FOR EMPLOYEEES

- Ability to cope better under stress
- More productive and effective at work
- Improved relationships with colleagues
- More enjoyment at work
- Helps manage stress, back pain, weight and other medical conditions
- Increased concentration & improved cooperation and rapport with

BENEFITS FOR EMPLOYERS

- Lower staff turnover rates
- Reduction in absenteeism
- Increase in productivity & presenteeism
- Reduced disability compensation & healthcare and life insurance costs
- Higher levels of job satisfaction
- Contributes to your CSR

What you can do

1. Gain support from management – outline how the organisation & employees can benefit
2. Form a network of employees or workplace champions – act as a driving force for the programme
3. Conduct a staff survey to see what employees want & what the motivations & barriers are
4. Simply raise awareness about different health issues on the staff notice boards, intranets, e-mail alerts, posters, leaflets or staff magazines
5. Hold awareness raising days and invite external organisations to provide information & talks
6. Provide taster/activity sessions for staff e.g. yoga, pilates, tai chi
7. Organise lunchtime walks – a 30-minute brisk walk will contribute to your recommended amount of physical activity and its simple and most people can take part
8. Provide health checks for staff (through Occupational Health or external providers)
9. Promote Cycle to Work Schemes for staff – www.cyclescheme.co.uk
10. Run a pedometer League, who can take the most steps in a week, loan pedometers from

Other resources & Information

Practical ideas, tips and resources to help you implement a workplace health programme

www.bhf.org.uk/thinkfit

Information on physical activity, current recommendations and activities to promote to staff

www.getactiveinnorthamptonshire.co.uk

For access to instructors and taster sessions, contact adult learning at Northamptonshire County

Council – e-mail adulted-customerfeedback@northamptonshire.gov.uk

Negotiate corporate rate memberships with gyms and leisure centres, go to

www.activeplaces.com to find your nearest facilities

Use www.mapmyrun.com to map out walks for people to access in their lunch time.

Any other enquiries contact Jackie Browne – jbrowne@northamptonshire.gov.uk