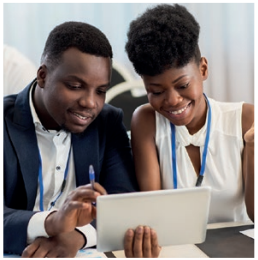

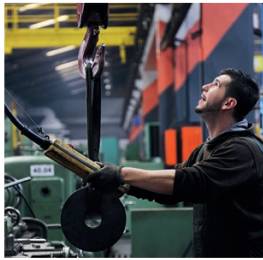

Work and Health in Derbyshire: two sides of a coin

2019 Calendar

DERBYSHIRE
County Council

Introduction

In my third annual report as Director of Public Health for Derbyshire, I focus on the impact of work on our health and the impact of our health on our work. Discussions around health within the UK usually revolve around the NHS and whilst access to quality healthcare free at the point of need is world renowned for its universal access and is a great source of national pride and rightly so, our overall health is influenced by things far beyond the healthcare system. Access to healthcare contributes around 20% of our overall health, our genetics roughly account for a further 10% and the remaining 70% is made up of our behaviours, the environment in which we live, the social connectedness we have, the work we do and the financial income which this provides, these factors are often referred to as the wider or social determinants of health.

Our ability to access, and the availability of, good quality employment that provides us with the financial means to cover our basic needs and allows us to have a meaningful interaction with wider society is a vital underpinning component of our health and wellbeing. As you will see in this calendar, a healthy and connected workforce is far more likely to be productive, creating a virtuous circle of benefit for both employee and employer alike.

There is a substantial and growing body of evidence in relation to employment and health. Within each month of this calendar I make recommendations as to what can be done locally to make improvements to the overall health of the workforce, create more opportunities for people to enter the labour market, maximise the value of work for health improvement and how once people become ill or drop out of the labour market they can be supported to return to employment where this is feasible. The recommendations are framed within a population health perspective informed by additional expertise from the fields of employment, skills and education. I would like to thank everyone who contributed to this, your knowledge, expertise and passion is greatly valued.

I hope you find this calendar useful.

Best Always,

Dean Wallace, Director of Public Health
Derbyshire County Council

January – Employment and Health in Derbyshire

This calendar focuses on the impact of work on health and the impact of health on work.

Research shows that work is generally good for people's health and therefore ensuring that as many people as possible in Derbyshire are in employment will bring significant public health benefits, including the impact on life expectancy and healthy life expectancy.

Each month of this calendar corresponds to a chapter of the Director of Public Health Report 2018 providing information and recommendations that workplaces can make to improve the health and wellbeing of their workforce.

Derbyshire is a fantastic place to live and work, it is:

- A large diverse county with a population of 786,700 people;
- Home to more than 29,500 business;
- Employs around 300,000 people;
- It has a growing economy worth £14billion;
- Home to a number of world class companies.

To read the full report visit:
https://observatory.derbyshire.gov.uk/dphar

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February – The Impact of Employment on Life Expectancy

Life expectancy at birth is the average number of years a person would expect to live based on contemporary mortality rates. Healthy life expectancy at birth is the average number of years a person would expect to live in good health.

In 2014-16 the average healthy life expectancy at birth in Derbyshire was:

Male 63.9 **Female 63.5**

In the most deprived areas of Derbyshire, it is estimated that the gap between total and healthy life expectancy stands at around 20 years for men and 25 years for women. It is striking that HLE for both men and women remains significantly lower than retirement age.

With the working age population expected to fall as a proportion of the whole and with increases to the retirement age, keeping people healthy to work longer becomes more and more important.

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March – Working Population

In 2016, 62% of Derbyshire's population was of working age but by 2039, the number of residents aged 65 and over is set to increase by 58% but the working age population is projected to fall by 4%.

Our economy will be increasingly tied to the productivity and success of its ageing workforce and over the coming years there will gradually become fewer working age residents to support those in retirement.

To aid this some employers specifically are implementing good practice by:

- Removing age barriers from apprenticeship schemes;
- Actively targeting older workers or those with health conditions in recruitment and flexible working conditions geared towards their needs;
- Entitlement to assessments of ergonomic and job design.

Could your workplace implement some of these practices? To find out more visit:
https://observatory.derbyshire.gov.uk/dphar

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April – Young People and Skills

Since August 2013, all 16 and 17 year olds leaving school have been required to participate in education or training in line with the requirements of Raising the Participation Age (RPA)3 and in Derbyshire the majority of 16 and 17 years olds do move into a positive destination with the Derbyshire NEET (Not in Employment, Education and Training) figures persistently lower than that of the national average (2.7% vs 3.1%). However, within this cohort, Derbyshire continues to have high and disproportionate levels of NEET with particular cohorts such as Children in Care, those with a disability and lone parents.

Across the county employers can help these young people by:

- Increasing the offers of workplace experience to help raise aspirations and employment choices for young people;
- Recognizing the positive skills of young people.

Could your workplace help Derbyshire's young people? To find out more visit: **https://observatory.derbyshire.gov.uk/dphar**

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May – Mental Health and Wellbeing

Mental ill health is extremely common in that 1 in 4 people will experience a mental health problem at some point in their lives; as many as 1 in 10 children experience mental health problems.

In Derbyshire:

- 80,000 people have a common mental health condition;
- 1 in 5 people report high anxiety;
- 12% of the population are affected by depression;
- 9 in 10 people with mental health problems say that stigma has a negative effect on their lives.

A workplace is a setting that can play a major role in the health and wellbeing of its employees. It is recommended that employers:

- Signing up to Time to Change
- Provide Mental Health First Aid training
- Access support from Healthy Workplaces Derbyshire.

To find out more visit:
https://observatory.derbyshire.gov.uk/dphar

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June – Valuing the Workforce

Evidence shows that from an organisation's perspective a healthy and happy workforce is more productive, engaged and works more effectively. Their staff are also less stressed and have less sick days.

Employers can improve wellbeing by:

- Encouraging staff to exercise and eat healthily;
- Providing flu vaccines, provide health information, and offer health screening at work;
- Supporting people's mental health through healthy work/life balance;
- Providing staff counselling services and offer advice about reducing work place stress;
- Supporting staff who have disabilities or long term health conditions through providing disability awareness training and equalities training;
- Progressing to Disability Confident 'Leader' Accreditation;
- Improving recruitment processes to make them more flexible to better suit the needs of staff with autism or other conditions.

To find out more on employee wellbeing visit:
https://observatory.derbyshire.gov.uk/dphar

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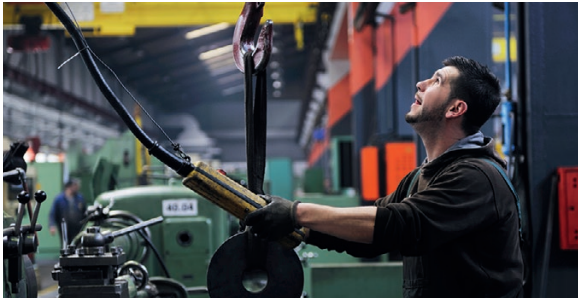

July – Apprenticeships

Apprenticeships are structured training programmes which offer the combined opportunity of paid employment and working towards a qualification.

Apprenticeships benefit employers and employees by both providing employers with an effective way to develop their skill base and by helping apprentices gain:

- Technical knowledge;
- Practical experience;
- English, Maths and ICT skills;
- The wider skills they need for their immediate job and future career.

Employers can:

- Increase apprenticeship opportunities across job roles;
- Remove age barriers from apprenticeship schemes;
- Review recruitment processes so that they better match the skills required within the role.

Could you offer apprenticeships? For more information visit:
https://observatory.derbyshire.gov.uk/dphar

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August – Healthy for Work

There is strong evidence that work is good for health and unemployment is bad for it.

Helping people with health issues to obtain or retain work, and be happy and productive within the workplace is a crucial part of the economic success and wellbeing of every community.

Derbyshire County Council's Live Life Better Derbyshire is a free integrated healthy lifestyle service that offers:

- Stop smoking support;
- Weight management services;
- Help getting active;
- Help identifying other health and wellbeing needs via a holistic wellbeing assessment;
- Healthy workplaces support.

Live Life BETTER DERBYSHIRE

Employers can:

- Promote this service with your workforce.

To find out more visit:
www.livelifebetterderbyshire.org.uk

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September – Healthy Workplaces Derbyshire

A large proportion of people's time is spent in their place of work and as such the work environment is a significant contributor to improving the population's health and wellbeing.

The Healthy Workplaces Derbyshire (HWD) Programme is a whole-system approach to workplace health and wellbeing, working with small to large organisations across the statutory, voluntary and private sector in Derbyshire. The programme helps:

- Assess the current situation and help prioritise key area for change;
- Support health and wellbeing in the workplace;
- Develop strategy and actions plans for making improvements;
- Provide information on local services;
- Provide support on health/lifestyle related issues;
- Gain recognition by working towards the National Workplace Wellbeing;
- Provide training opportunities.

Employers can:

- Adopt a Healthy Workplaces approach;
- Consider joining the Healthy Workplaces Programme.

To find out more and how to contact Healthy Workplaces Derbyshire visit: **www.derbyshire.gov.uk/healthyworkplaces**

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October – Long Term Unemployment

It has been shown that those once someone is in receipt of Employment Support Allowance (ESA) it is probable individuals will stay on this benefit for lengthy periods of time. It is important to ensure those experiencing long term unemployment are supported and given opportunities to find work.

In Derbyshire:

- An Individual Placement and Support trial in now being delivered by Derbyshire County Council and partners within our substance misuse treatment services;
- Public Health wellness hubs are being developed;
- Derbyshire County Council Disability Employment Service has been expanded;
- Devolved areas are looking at innovative ways of supporting those furthest away from employment;
- European Social Fund programmes are delivering services to those furthest away from employment;
- National Work and Health Programme, known locally as Better working Futures, has been implemented.

It is recommended that employers:

- Engage with employment support interventions to offer employment opportunities to enable long-term unemployed individuals into the workforce.

To find out more visit: **https://observatory.derbyshire.gov.uk/dphar**

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November – Unpaid/Family Carers

The 2011 Census found that there were more than 50,000 people in Derbyshire who had both work and family caring responsibilities. Sadly, many carers fall out of the labour market because the challenges of juggling care and work become too great.

Recognising carers and adopting a flexible approach can achieve good business results by attracting and retaining staff, reducing recruitment and training costs, reducing stress, sick leave and absenteeism, whilst improving resilience, productivity and staff morale.

Employers should consider:

- A designated carers policy;
- The case for 5 days statutory paid carers leave;
- Organisational structures should also ensure that recruitment, retention, line-management and returning to work are recognised as crucial opportunities to positively influence the work setting and create opportunities for working carers.

To find further information on carers visit:
https://observatory.derbyshire.gov.uk/dphar

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December – End of Year Review

Throughout 2019 this calendar has provided recommendations that employers could undertake to improve the health and wellbeing of its staff, have you:

- ☐ Recruited an apprentice?
- ☐ Removed age barriers from apprenticeship schemes?
- ☐ Actively target older workers or those with health conditions in recruitment?
- ☐ Encouraged staff to exercise and eat healthily?
- ☐ Signed up to Time to Change?
- ☐ Provided Mental Health First Aid training?
- ☐ Contacted Healthy Work Places?
- ☐ Promoted Live Life Better Derbyshire to employees?
- ☐ Produced a designated Carers Policy?
- ☐ Engaged with employment support interventions to offer employment opportunities to enable long-term unemployed and disabled people into the workforce?
- ☐ Improved the health and wellbeing of your employees?

If not, could this be a New Year Resolution for your organisation?

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