

Workshop 1e

Investing in health for a sustainable future

Speaker: Clare Forshaw,
Park Health & Safety

Chaired by: Andrew Burke, NHMF

Room: Dorset room



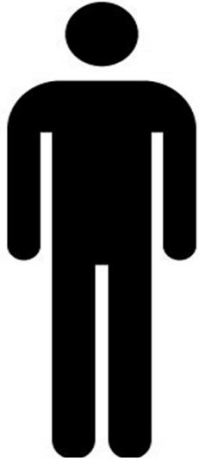
National Housing
Maintenance Forum

NHMF
Maintenance
Conference
2019



BACK TO THE FUTURE™

Who owns health?....



Why is Health Important for Business?

- Ageing population
- Skills shortages
- Retention issues
- Continued blurring of personal and work life interfaces
- Contribution of good work more widely on economy and society
- Brexit.....

Our most important Asset

- Ageing workforce – 22% over 50, 15% in 60s
- Almost 400,000 current employees due to retire in next decade
- Too few apprentices and graduates entering the industry
- Estimate ~ 150,000 engineers and 1 million staff needed to meet government planned investments for construction

Our Current and Future Workforce

- Living healthily in midlife can double your chances of being healthy at 70 and beyond
- Prevention is key to future
- Currently 42% of adults in midlife are living with at least one long-term health condition
- By 2030 50% of all workers will be living with a work limiting chronic health condition

Forget Millennials: It's All About Gen Z

- Anyone born after 1995

- Described as "conscientious, hard-working and mindful of the future"

- First true digital natives



What Should Employers Know About Gen Z?

Giving back comes first.

Gen Z favors companies with corporate social responsibility that aligns with their beliefs and values which consist of bold ideas, creativity and optimism.

Gen Z is chasing the dream job.

Gen Z is pragmatic and realistic, but they also believe it is possible to achieve their "dream job" and build a career doing what they love.

Career growth counts, too.

Opportunities for professional development are most essential when attracting Gen Z talent.

 yourcareerintel

Generation Z

- Want fulfilling work, friendly workplaces
- Tech savvy
- Familiar with mental health, stress and anxiety and it's effects
- Look for trusted resources and engagement
- Transition from supportive education system to the workplace

So in Uncertain times

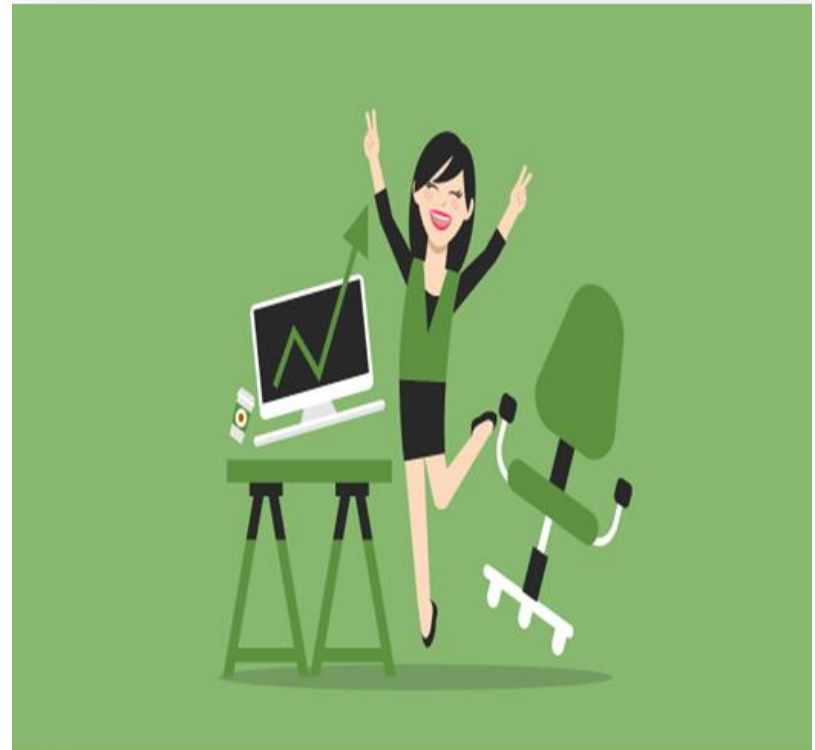


NHS Prevention Plan

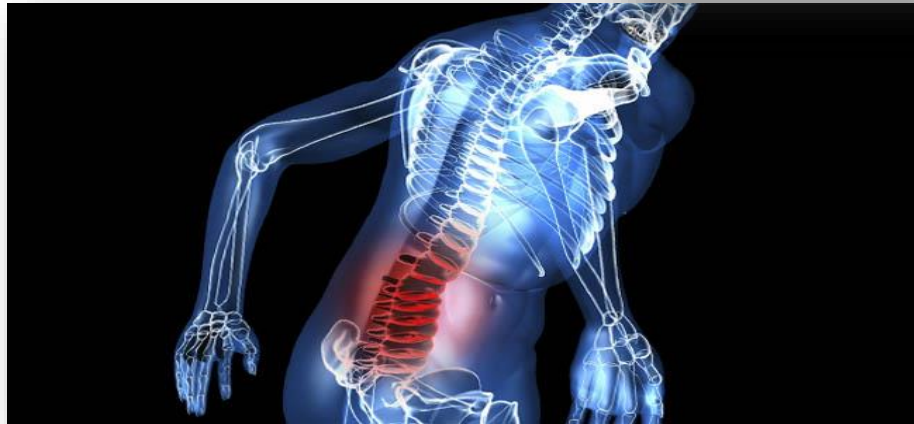
- Ten times more spent on treating disease than prevention
- Increasing focus on role of workplaces and employers
- Looking for ways to predict illness and provide targeted advice

NHS Prevention Plan - Employers

- Every employer, and the crucial role played by managers and supervisors within the workplace
- From recruitment and retention through to managing employee ill-health
- Creating healthy and inclusive workplaces where all can thrive and progress
- Creating opportunities for people who need a more flexible approach



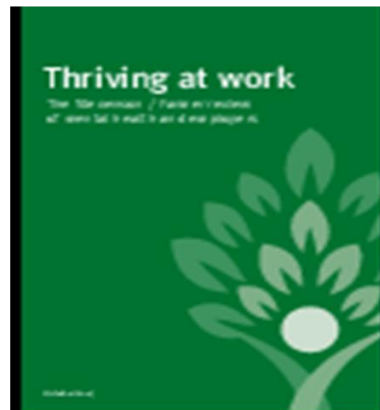
What are common health problems?



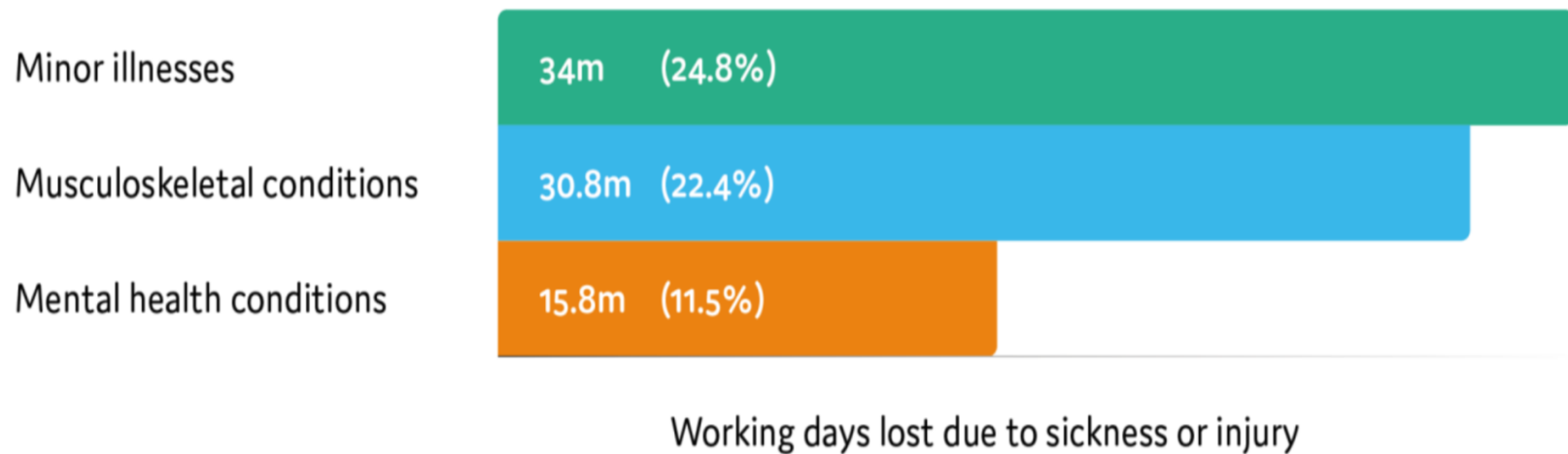
Impact of Common Health Problems

- Over 75% of adults in Great Britain in employment
- On average spending a third of their waking hours in the workplace
- Annual costs of sickness absence to employers ~ £16 billion
- Over 26.8 million days were lost to work related illness (HSE)
- 35% of work related sickness absences are caused by musculoskeletal conditions and 44% as a result of mental health issues
- Average recruitment cost of filling a vacancy is £4,000 (CIPD)

Mental Health

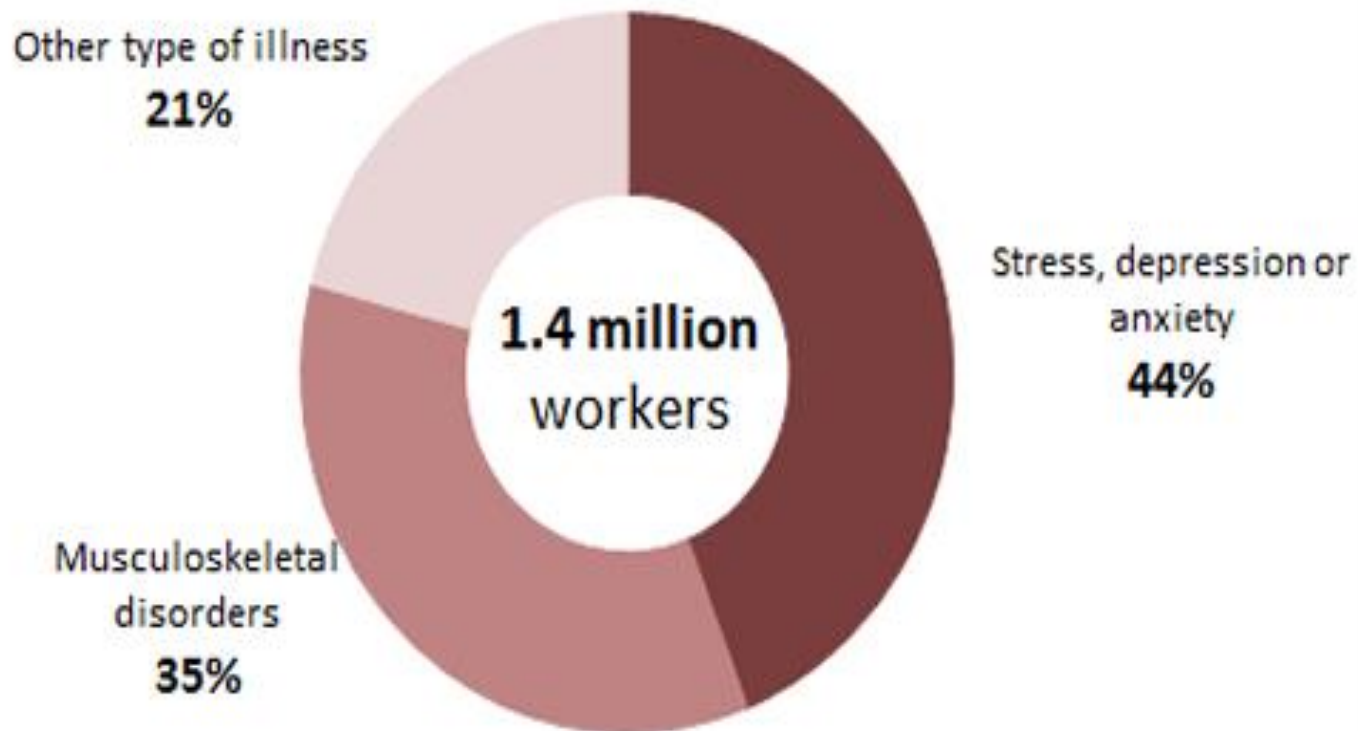


An estimated 137.3 million working days were lost due to sickness or injury in the UK in 2016; musculoskeletal and mental health conditions were major reasons for absence, after minor illnesses like colds^c



^cONS, Sickness absence in the labour market, 2016,

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/labourproductivity/articles/sicknessabsenceinthelabourmarket/2016>



Why are Common Health Problems so difficult?

- Subjective and variable in terms of symptoms – making diagnosis and prognosis difficult
- Multifactorial – many different issues/exposures combine to result in an unpredictable health outcome
- Coexist – so people with MSDs often suffer a mental health issue
- They can be influenced by both work and non-work factors

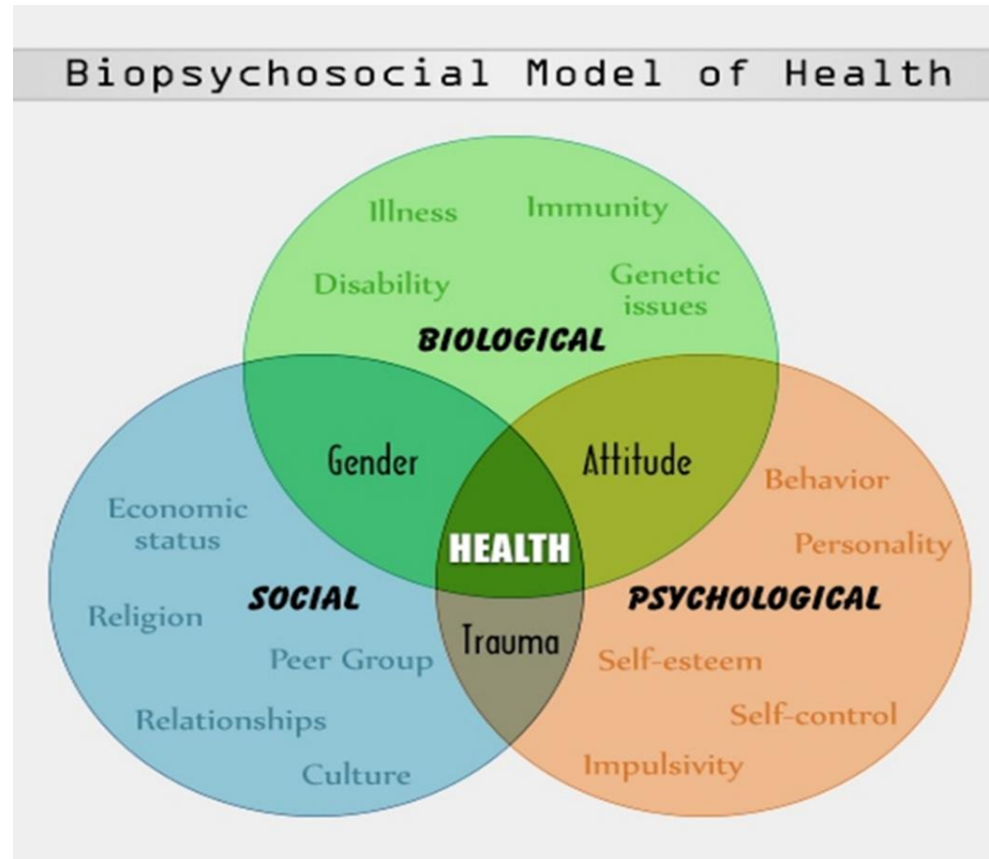
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A New Approach is Needed

- Traditional approaches of risk management and health interventions (treatments) have proved ineffective
- Level of risk and related response that produces an outcome which is readily identified
- Recurrent and variable nature of symptoms and impact on individuals
- Therefore traditional risk management or medical model often fails

A Biopsychosocial Model

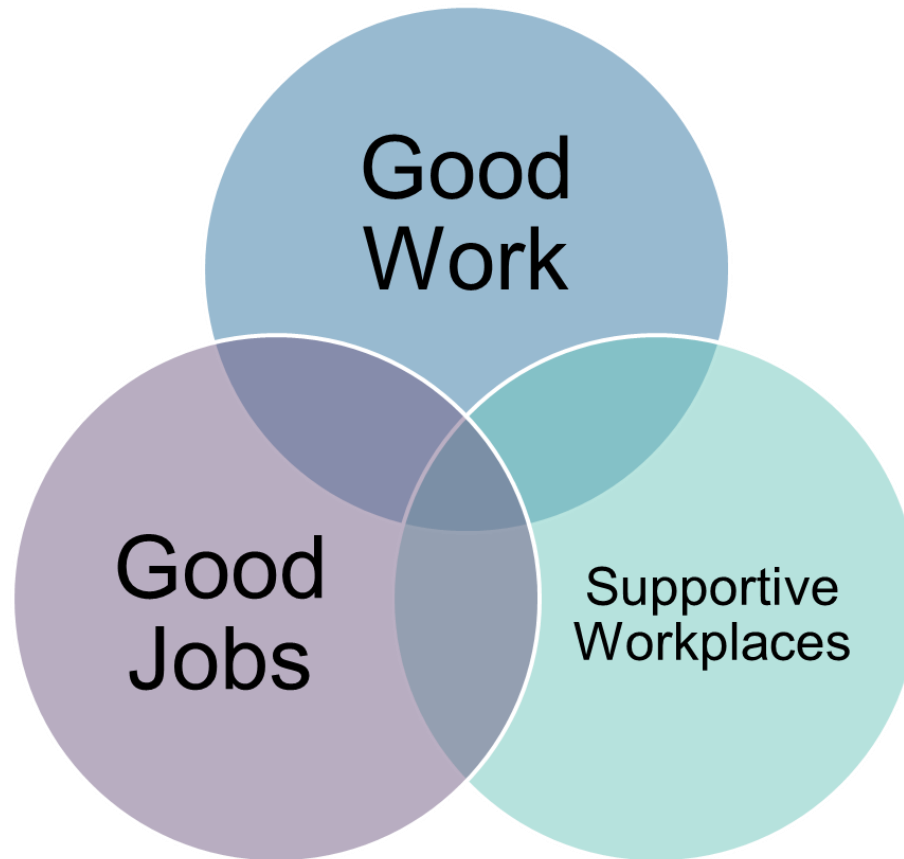


Hadler stated that 'work should be comfortable when we are well and accommodating when we are ill or injured'.

This becomes:

GOOD WORK & SUPPORTIVE WORKPLACES!

A Modern Approach



Health ↔ Work Toolbox

- Focuses on minimising and managing ‘complaints’ rather than ‘symptoms’
- Complaints cover subjectivity because they incorporate coping and behavioural responses
- Deliberately framed as ‘work-relevant’ to take account of the direct or indirect impact that symptoms can have upon work, and work upon symptoms, irrespective of the causes

Supportive Workplaces

- A comfortable job represents an aspirational set of working conditions
- Goes beyond safety, and the need to prevent harm
- Coping with unavoidable risk and takes account of physical and psychosocial needs
- Proactive strategies and responses that become relevant at the point when work demands start to tax
- Target: comfortable jobs aimed at the whole group of workers but may involve consideration of aspects of a job at the individual level

Accommodating Workplaces

- Flexible to allow temporary, helpful individual-level changes when a worker is having short term difficulty coping
- Is reliant on responsiveness of line managers and others in noticing struggling individuals
- Can offer a variety of changes relevant to the individual worker; work organisation, job tasks, job demands, etc.
- Enables individuals to perceive themselves in control of their symptoms
- Has some measure of flexibility to accommodate the impact on work from life events outside of work

Ownership

- Leadership
- Line management
- Individual responsibility and contribution
- Continuous learning

How is this new?

- Above traditional prevention model
- Emphasises positive factors over and above the prevention of harm
- Combination of proactive and responsive elements
- Encourages dual responsibility for health between the employer and employee
- Scope in enabling people with less than perfect health to remain productive and at work
- Resource to enable line managers more effectively to tackle the challenges created by work-relevant health issues

Health Leadership

- Understand your business when it comes to health
- Knowing good health is good for business and acting as such
- Developing EQ
- Being fair
- Being role models
- Self care



An Holistic Strategy



So the future of health

- Is the context of health in the workplace being blurred or is it being developed for the modern working world?
- What are the implications?
- Are we prepared for the future world of work?

Thank you.

See you at the
conference!