

Good Work for All

Good work is important to reduce health inequalities that, in Scotland, are widest for people of working age. Working with employers will be essential in achieving national health and wellbeing outcomes for health and social care. Good work is achievable and is also good for your business.

Good work provides opportunities for decent income, widened social networks and sense of purpose. The health benefits of good work benefit individuals, their families, communities and the economy².

Good work can support good mental health – reducing workplace stresses which can account for increased absence and poor mental state.

Key features of good work are achieved through autonomy, fair pay, work life balance, opportunities for progression, the absence of bullying and harassment and a focus on workforce health promotion and rehabilitation.



Local and National Strategies

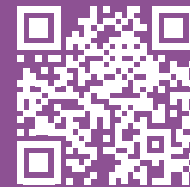
Our key strategic drivers will continue to be:

- national public health priorities
- Fife H&SCP priorities
- Plan4Fife recovery and renewal priority themes.

We directly contribute to national strategies such as the Public Health Scotland Strategic Plan - addressing the ambition of a Scotland where everybody thrives.

Good work is specifically mentioned in the Public Health Scotland Strategic Plan as a foundation for supporting long-lasting good health and wellbeing for all our communities – especially the most disadvantaged.

Our work is aligned to the Fair Work Nation approach, with outcomes that support the creation of a wellbeing economy.



To find out how we can support you, please contact us on:

Tel: 01592 226946

Email: fife.hwlfife@nhs.scot

Follow Workplace Team on: Twitter @hwlfife

Linkedin www.linkedin.com/company/workplaceteamfife/

www.nhsfife.org/workplace

www.healthyworkinglives.scot

Health Promotion Service

Fife Health & Social Care Partnership

Tel 01592 226484

fife.healthpromotion@nhs.scot

<https://www.nhsfife.org/services/services-and-departments/health-promotion-service/>

NHS Fife provides accessible communication in a variety of formats.

To find out more about accessible formats contact:

fife.EqualityandHumanRights@nhs.scot

Tel 01592 729130

Fife Council and NHS Fife are supporting the people of Fife together through Fife's Health and Social Care Partnership.

www.fifehealthandsocialcare.org



**Fife Health
& Social Care
Partnership**
Health Promotion Service



Health Promotion

Workplace Team

Working to reduce health inequalities & improve the wellbeing of people in Fife



²Good work for all, Health Scotland (2015)
<http://www.healthscotland.scot/publications/good-work-for-all>

Good Work is Good for You

A healthier and safer workplace can reduce short and long-term absence, reduce accidents and near misses and increase worker engagement. In Great Britain, 38.8 million working days were lost due to work-related ill health and non-fatal workplace injuries in 2019/20 and the total costs of workplace self-reported injuries and ill health in 2018/19 was £16.2 billion¹.



The workplace has been identified as a key area for the improvement of health, safety and wellbeing by the World Health Organisation. Workplace Team work with Fife employers to improve workforce health, safety and wellbeing which benefits individuals and businesses whilst reducing the economic pressures of workplace illness/injuries and sickness absence.

Workplace Team is responsible for implementing workplace strategies and activities with local public, private and third sector organisations in line with local need and national priorities and frameworks.

We work in a tailored way to reduce health inequalities, raise awareness of and mitigate poverty, support COVID-19 recovery, raise awareness of workforce mental health & wellbeing and demonstrate innovative approaches through digital development.

Workplace Team provides FREE and CONFIDENTIAL services to help employers create a healthier and safer workplace. We provide a range of services which can be tailored to meet the needs of workplaces. These include:

- provision of expert advice and guidance
- occupational health and safety needs assessment visits
- workplace health needs assessments
- workplace training and awareness sessions
- workplace policy development
- employee wellbeing surveys
- provision of health improvement information and resources
- local support for the national Healthy Working Lives programme in accordance with Partnership Agreement
- signposting to partner programmes such as Working Health Services in Fife
- develop and deliver local workplace health, safety and wellbeing projects and events in Fife.

¹<https://www.hse.gov.uk/statistics/dayslost.htm>

<https://www.hse.gov.uk/statistics/cost.htm>

Workplace Team tailors services and training to meet the needs of workplaces and encourages organisations to share good practice through a variety of ways.

We support employers to develop and share workforce approaches by providing opportunities for workplaces to get together, such as:

- Fife HR Peer Support Network
- joint programmes for neighbouring employers
- workshops, campaigns and events
- focus group activities
- partnership case study developments
- newsletter and social media communications.



Workplace Team

Comments

"We've certainly had fantastic support from your team in all sorts of ways".

"I wish you all well and want to say a massive thank you to your service".

"Really enjoyed the course on long Covid. Will pass on all I've learned today to my work colleagues".

"Thank you both so much for Friday, it was a great experience. You both made it easy to open up".

"What did you find most valuable about this course and why? 'How other participants openly shared their experiences - this is often down to warm and welcoming facilitators!'"

"Suffice to say it was a pleasure working with you all on this campaign. The toolkit and resources are fantastic and I'm proud to have been able to contribute and work with such lovely, professional people".

"That sounds terrific, really looking forward to seeing where the team take this. Knowing you are there for that support, pointers and resources is outstanding. We will be in touch in the coming week".