



Workplace Team

Fife Health Promotion Service

Annual Report 2022 – 2023



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Introduction

Workplace Team, part of Fife Health Promotion Service (HPS) and Fife Health & Social Care Partnership (FHSCP), work with Fife employers to promote Good Work and to improve and sustain workforce health, safety and wellbeing.

In Scotland, health inequalities are widest for those who are of working age and being in good work is important in addressing these health inequalities.

Paid work has the potential to protect health, and contribute to reducing health inequalities, by increasing incomes through earnings and by meeting important social and psychological needs.

Making small changes in Fife's workplaces can improve the health, safety and wellbeing of the workforce whilst reducing sickness absence and increasing both morale and productivity

Workplaces in Fife continue to ask for help and advice in relation to health, safety and wellbeing matters. Workplace Team offer free and confidential support, guidance and expertise to organisations Fife – wide and offer enhanced support for small to medium sized enterprises (SMEs) with 250 workers or less.

This year's Annual Report highlights the range of activities that the Team provided in 2022/2023. We hope you find the report engaging and informative.

In many instances, the team were only able to do facilitate their work with the help of their network of partners, business intermediaries, workplaces and individual workers, who the Team have built good relationships with over many years.

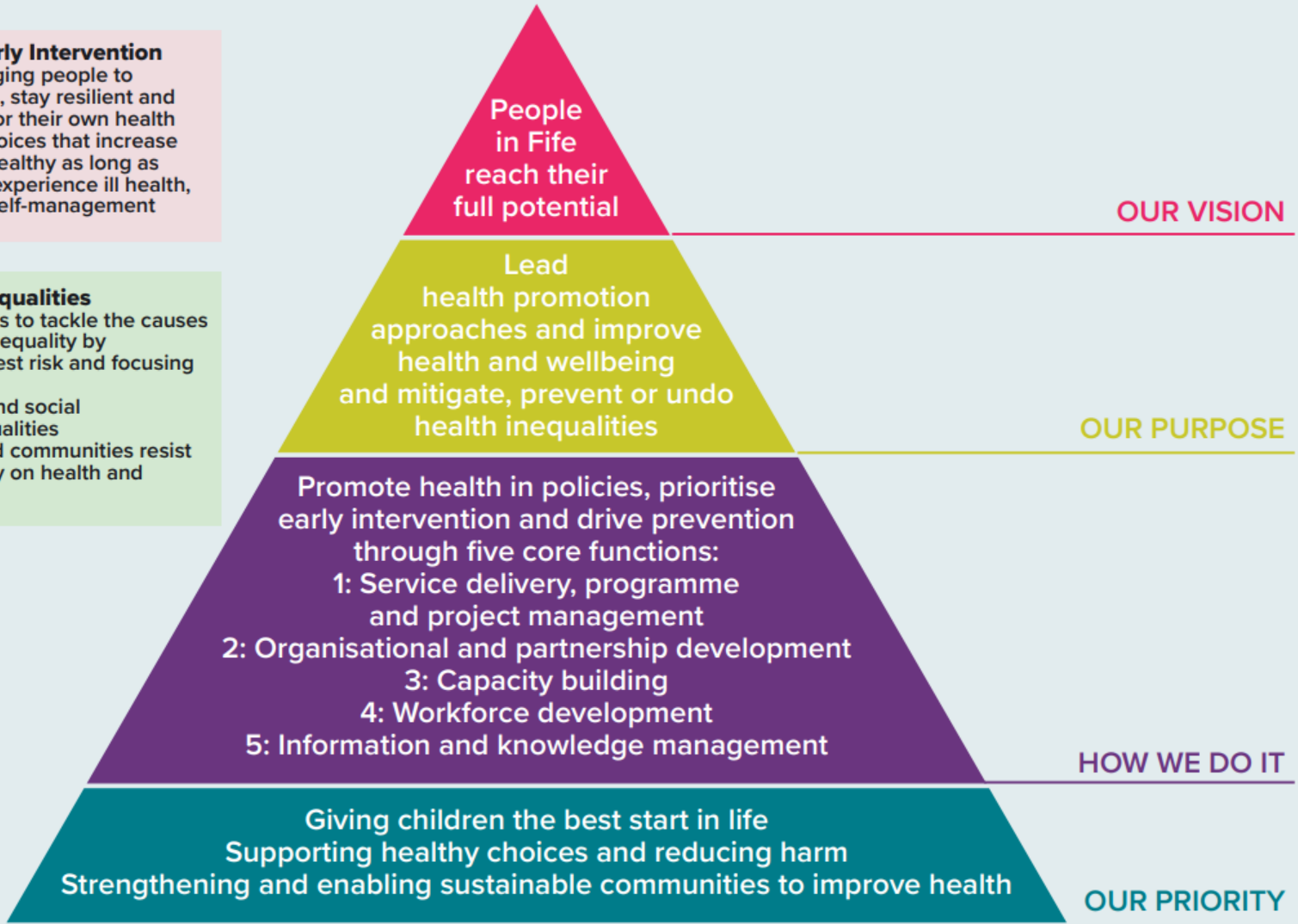
Workplace Team would like to say their grateful thanks for the continued partnership work activities and co-production approaches demonstrated and we look forward to more opportunities to improve and sustain workforce health, safety and wellbeing in the coming year.



We work within the Health Promotion Strategic Framework

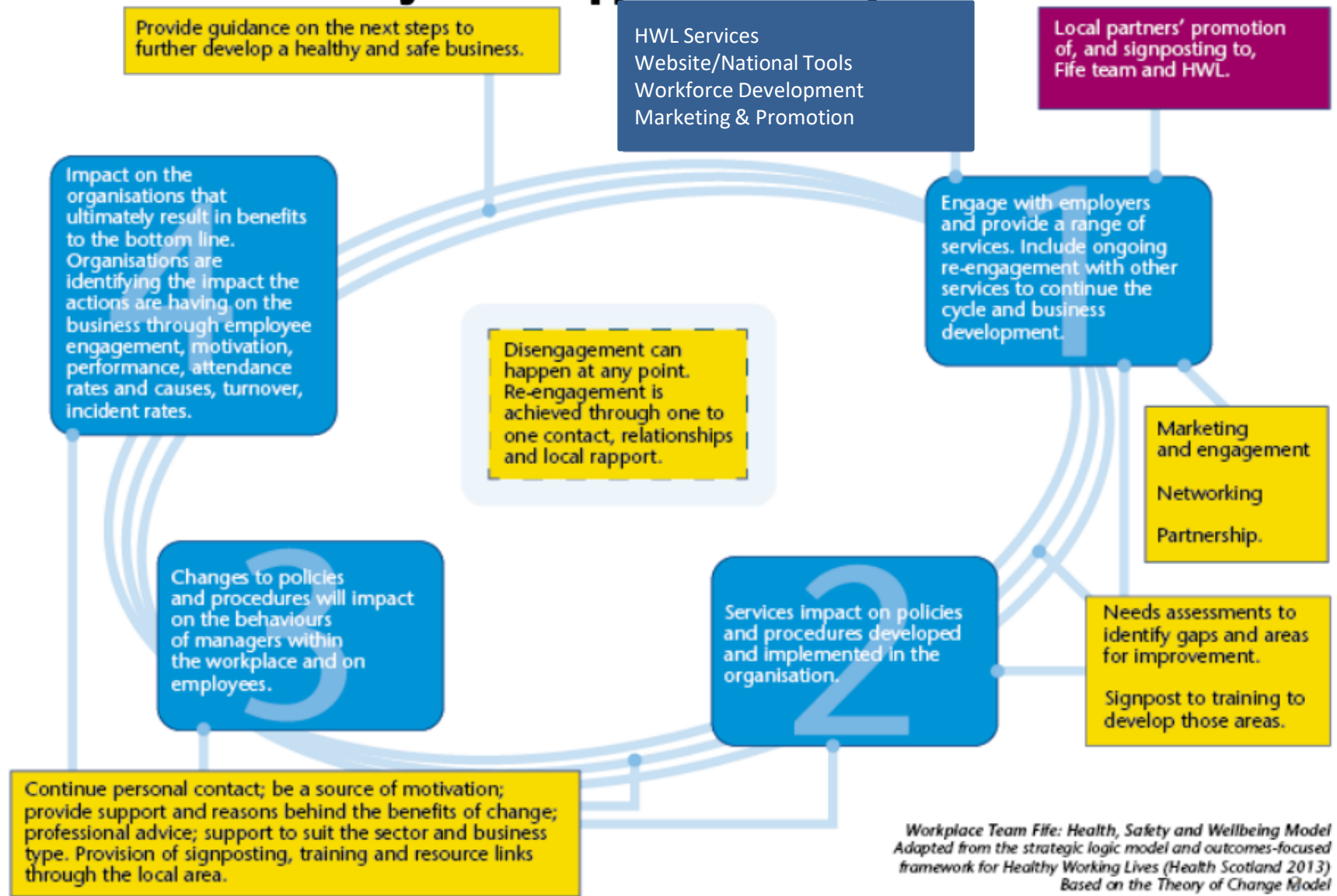
Prevention and Early Intervention
“Supporting and encouraging people to achieve their full potential, stay resilient and take more responsibility for their own health and wellbeing; making choices that increase their chances of staying healthy as long as possible and where they experience ill health, promoting recovery and self-management”

Tackling Inequalities
“Working with our partners to tackle the causes of inequality and health inequality by supporting those at greatest risk and focusing on:
• Mitigating the health and social consequences of inequalities
• Helping individuals and communities resist the effects of inequality on health and wellbeing”



How we achieve impacts and outcomes

Cycle of Support for Workplaces



*Workplace Team Fife: Health, Safety and Wellbeing Model
Adapted from the strategic logic model and outcomes-focused framework for Healthy Working Lives (Health Scotland 2013)
Based on the Theory of Change Model*

About Us

The Workplace Team is part of the HPS within the FHSCP.

We work collaboratively with other parts of the HPS to increase capacity & deliver services in a co-ordinated way.

This report also provides information on our partnership working with the public, private and third sector.

Workplace Team Objectives:

- Support the local health, safety and wellbeing needs of Fife workplaces.
- Work in partnership to develop and deliver innovative workplace interventions.
- Develop and increase the competency, capacity and sustainability of health, safety and wellbeing within Fife workplaces.
- Local support for the national Healthy Working Lives programme in accordance with Partnership Agreement.

You can view our Workplace Team service [leaflet](#) for further information.

Workplace Team

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



Health Inequalities and the Workplace Setting



The Workplace Team continue to support Fife's SMEs to ensure that staff employed by these organisations benefit from similar occupational health, safety and wellbeing support, standards & outcomes as larger, corporate organisations.

We support employers to identify workplace health safety & wellbeing issues; develop and implement supportive policies and practices to protect and improve physical & mental health; and support employees to remain in and return to work.

Good Work is Good for Business - benefits include reduction in short and long-term absence; reduction in workplace incidents and near misses; increase in worker engagement; and financial return on investment.

Good work is important in reducing health inequalities that, in Scotland, are widest for people of working age

Workplace service design and duties can unintentionally create health inequalities within the workforce

Supportive workplaces encourage positive worker health behaviour change

1. Local: A Fife where we will enable people and communities to thrive.

2. Sustainable: A Fife where we will ensure services are inclusive and visible.

3. Wellbeing: A Fife where we will support early intervention and prevention.

4. Outcomes: A Fife where we will promote dignity, equality and independence.

5. Integration: A Fife where we will strengthen collaboration and encourage continuous improvement.

Local Outcome Improvement Plan – Plan 4Fife 2017-2027

Priority themes:

- Opportunity for All
- Thriving Places
- Inclusive Growth and Jobs
- Community Led Support

Key Drivers & Health Priorities



Public Health Priorities for Scotland

Priority 1: A Scotland where we live in vibrant, healthy and safe places and communities

Priority 3: A Scotland where we have good mental wellbeing

Priority 4: A Scotland where we reduce the use of and harm from alcohol, tobacco and other drugs

Priority 5: A Scotland where we have a sustainable, inclusive economy with equality of outcomes for all

Priority 6: A Scotland where we eat well, have a healthy weight and are physically active

Public Health Scotland Strategic Plan 2020 - 2023

COVID-19 response & recovery

Mental Wellbeing

Communities & Place

Poverty & Children

Local Enquiries

To support local employers, the Workplace Team provides **FREE** and **CONFIDENTIAL** services to help create a healthier and safer workplace. This is achieved by providing a range of services which can be tailored to meet the needs of each workplace.

These include:

- Bespoke occupational health, safety and wellbeing advice and guidance
- Occupational health and safety needs assessment visits
- Support to develop workplace health needs assessments
- Support to develop occupational health, safety and wellbeing policy
- Access to a variety of health, safety and wellbeing training and learning events
- Access to health promotion information and resources
- Healthy Working Lives programme

The Team supports employers to develop and share good practice by providing opportunities for workplaces to get together, such as:

- Joint programmes for neighbouring employers
- Fife HR peer support network for SMEs
- Fife workplace occupational health support network
- Utilising digital media to promote good practice

([Webpage](#), [Workplace Team LinkedIn](#), [Workplace Team Twitter](#) & Facebook (FHSCP)).

PH
Priorities
1,3,4,5
& 6

FHSCP
outcomes
1,2,3,4
& 5



88 health & wellbeing enquiries

29 OHS enquiries

387 attendees to training and events

Healthy Working Lives Programme



Public Health
Scotland



PH
Priorities
1,3,4,5
& 6

FHSCP
outcomes
1,2,3,4
& 5

Healthy Working Lives (HWL) is a Scottish Government programme delivered through Public Health Scotland. Each Health Board is tasked with delivering the HWL programme and in Fife that is undertaken by Workplace Team. All HWL services were paused in 2019 and, following a review in 2021. PHS have engaged with our partners in NHS Health Boards (HBs) across Scotland to help identify a refreshed direction for Health and Work activities delivered by Health Boards.

The refreshed focus of direction moving forward is influenced by the public health priority to reduce health inequalities and this aligns with the Scottish Government's key policy areas contained in the National Strategy for Economic Transformation (NSET) published in March 2022 and the Fair Work Action Plan published in December 2022. These set out Scotland's vision for a Wellbeing Economy where Community Wealth Building and Fair Work are available to all and supported by the actions of key anchor institutions in the community.

In March 2022, the HWL award and National Adviceline were discontinued and Public Health Scotland are currently reviewing the services proposed to be available to workplaces.

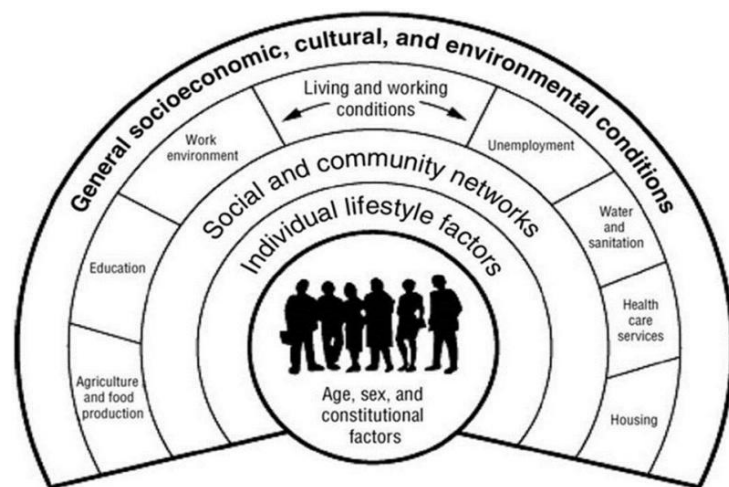
Throughout the year Workplace Team continued to promote the [Healthy Working Lives webpage](#) and the new [Supporting a Mentally healthy Workplace webpage](#)



COVID-19 Pandemic

The COVID-19 pandemic has affected public health and the economy on a global scale.

The unprecedented times experienced have only further highlighted the Social Determinants of Health and the need for support to reduce consequential health inequalities within our communities.



Dahlgren and Whitehead (1991)

Needs & Priorities, Fife Workplaces 2022:

63% of workplaces are continuing to be affected by COVID-19

COVID-19 Safety & Working with COVID-19

Hybrid Working/Working from Home

Work – Life Balance/Flexible Working

Staffing Levels

Staff Health, Safety & Wellbeing

Workforce Mental Wellbeing

Long COVID

Financial Wellbeing

Workplace Team

Needs Assessment Survey, 2022

Reducing the impact of Health Inequalities within the workplace setting is key to our local approach – in line with the [Fife Health and Social Care Partnership Strategic Plan for Fife \(2023-2026\)](#)

Long COVID/COVID-19 Workplace Health & Safety

Long COVID is a significant issue for employers and people of working age and information for all concerned will be crucial if rehabilitation, successful return to work and job retention are to be managed successfully.

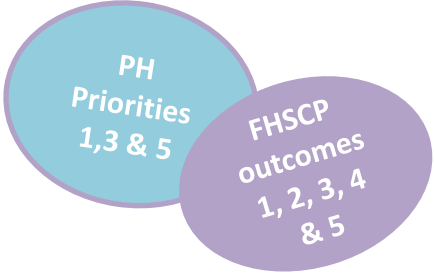
Workplace Team continued to facilitate Long COVID Awareness in the Workplace, virtual sessions to attendees from Fife workplaces through training programmes such as HPS Training Programme and Fife Voluntary Action Lunchtime Learning.

Additionally, Workplace Team developed a Long COVID Awareness info byte session for Fife workplaces which is hosted on NHS Fife's YouTube channel.

You can view the info byte session [here](#).



Workplace Team presented a Workplace COVID-19 Health & Safety session to Fife Voluntary Action's volunteers to support their remobilisation plans. 16 people attended the session and additional advice was offered through tailored discussions thereafter.



Fife Health & Social Care Partnership Supporting the people of Fife together. Long Covid An Awareness Session for Fife's Workforce. Includes images of people in a meeting and a person at a computer.

Fife Health & Social Care Partnership Supporting the people of Fife together. Aims: Raise awareness of Long Covid in Fife's workforce, Increase understanding of the impacts of Long Covid to individuals and workplaces. Objectives: Explore Long Covid symptoms and the impact on individuals, Consider the consequential effects of Long Covid on the workforce, Improve knowledge of reasonable adjustments to support workforce health and wellbeing and reduce risks to business. Includes image of a person in a green dress.

Engaging Workplaces in Promoting Health at Work Fife Workforce Health, Safety & Wellbeing Conference

Workplace Team organised the Fife Workforce Health, Safety and Wellbeing Conference which included a week long programme of virtual awareness sessions and workshops for Fife's workforce to attend.

Workplace Team planned, designed, coordinated and facilitated the Fife Workforce Health, Safety and Wellbeing Conference using results from a recent Needs Assessment Survey completed with Fife workplaces. The conference delivered on Fife's workforce priorities and topics of interest as well as representing local and national workforce health, safety and wellbeing strategy plans.

The week long conference event (Monday 13th March – Friday 17th March 2023) featured virtual awareness sessions and a face-to-face conference day.

The virtual awareness sessions delivered were:

- Gambling Awareness in the Workplace
- Positive Steps to Increase Mental Wellbeing
- Sedentary Behaviour Awareness in the Workplace
- Supporting Mentally Healthy Workplaces
- Mental Health Improvement and Suicide Prevention
Ask, Tell Awareness Raising Animations (Adult)
- Poverty Awareness
- Working Health Services
- Flexible & Hybrid Working
- Long Covid Awareness in the Workplace.



PH
Priorities
1, 3, 4, 5
& 6

FHSCP
outcomes
1,2,3,4
& 5

9 virtual awareness sessions from Monday - Thursday

Over 90 people attended the virtual awareness sessions

A face-to-face, full day conference event at Dean Park Hotel, Kirkcaldy

118 people from a variety of sectors attended conference day

Engaging Workplaces in Promoting Health at Work Fife Workforce Health, Safety & Wellbeing Conference

Conference Day was held at the Dean Park Hotel, Kirkcaldy on Friday 17th March 2023. The conference was facilitated by Maggie Wright, Families in Trauma and Recovery, and included a range of speakers, a marketplace and participatory activities.

Speakers included:

- Gordon Mole, Fife Council
- Kenny Armour, Andy’s Man Club
- Thomas Delaney, I am also a Human Being
- Ruth Devlin, Let’s Talk Menopause

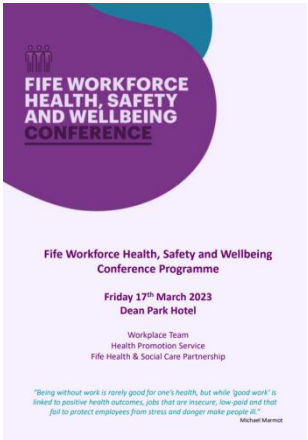


Marketplace Organisations included: Fife Health Promotion Service Information and Resources Centre, Scottish Fire and Rescue Service, Police Scotland, Fife Gingerbread, , Fife Health Promotion Service Stop Smoking Service, Andy’s Man Club, Let’s Talk Menopause, Business Gateway Fife, Deafblind Awareness, Disability Confident, STAND in Fife, Sepsis Research FEAT, Home Energy Scotland and Samaritans.

Participatory Activities included:

- Health Checks
- Relaxation, Let’s Talk Menopause
- Personal Safety, Police Scotland

Fife Health, Safety and Wellbeing Conference achieved it’s aims and objectives to bring Fife’s workforce together to raise awareness of the importance of workforce health, safety and wellbeing.



PH Priorities 1, 3, 5 & 6

FHSCP outcomes 1,2,3,4 & 5

“Excellent presentations... Will absolutely help me in my role.”

“Made you think about how we respond in a workplace environment”

“... will look at ways to use the learning experience at work.”

“...you both smashed it!! It really was amazing, so informative.”

Engaging Workplaces in Promoting Health at Work Case Study Developments

PH
Priorities
1, 3, & 5

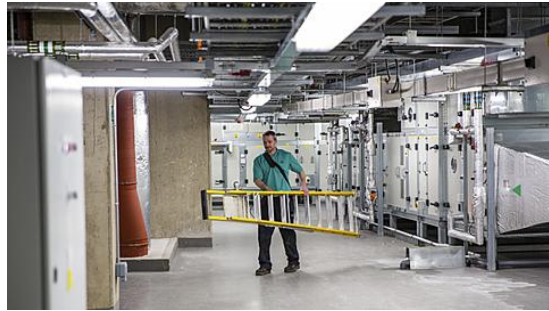
FHSCP
outcomes
1, 4, & 5

The Workplace Team continues to share good practice in promoting health at work. Local case studies continue to demonstrate good work within organisations, support innovative ideas and showcase activities that other organisations can adopt and adapt. Through 2022/23 many Fife organisations continued to facilitate initiatives to improve and sustain workforce health, safety and wellbeing and furthermore, case study developments enabled information in support of Fife Business Diversity Awards applications.

[Volunteering & Community Engagement](#) GRAHAM Construction

[Business Continuity During COVID-19](#) We are Zest

[Impact of Good Work](#) GRAHAM Construction



To view more Workplace Team Case Studies, visit our [webpage](#).



To find out more about Fife Business Diversity Awards, click [here](#).

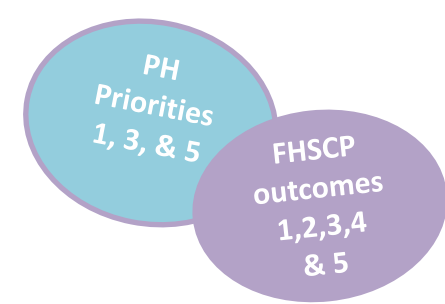
Engaging Workplaces in Promoting Health at Work

Mental Health & Wellbeing at Work

Workplace Team work in partnership with Fife workplaces to support Mental Health & Wellbeing at work. Approaches are tailored to meet needs and requirements and recently, the team attended a company away day to share Mental Health & Wellbeing at Work information.

A presentation was developed and delivered to 20 members of staff – 16 people attended face-to-face and 4 attended virtually.

- Defined terms relating to mental health & wellbeing
- Highlighted mental health stigma & discrimination
- Raised awareness of mental health at work and the features of a mentally healthy workplace
- Detailed tools to support mental wellbeing at work
- Identified resources which can support mental health at work



A follow up email was sent to all attendees after the presentation to disseminate a digital information sheet which signposted to further information & resources and asked attendees to participate in an evaluation survey.

Evaluation showed that attendees said they'd apply gained learning in their practice generally and that most would use learning in their personal lives and to pass information to others.

Bereavement after a Suicide: Workplace Support Project

[Workplace Team](#) participate in Fife's Suicide Prevention Groups – gaining insight from local partners and passing on suicide prevention information to our Fife workforce contacts.

In 2021, Workplace Team worked in partnership with Fife's Suicide Prevention Groups to design and develop a needs based workforce wellbeing & suicide prevention campaign to coincide with national suicide prevention day/week.

The **#ItsEveryonesJob** campaign included a digital toolkit, a traumatic incident framework and a lived experience case study discussing workforce mental wellbeing.

All of the campaign resources were held digitally for ease of accessibility and remain live [online](#) for use.

Fife's Scottish Fire & Rescue Service (SFRS) also participate in Fife's Suicide Prevention Groups and reached out to group colleagues at Health Promotion Service for workforce support after sadly losing a Fife Crew member to suicide in December 2021.

The crew were struggling to come to terms with what had happened and felt that their colleague gave no recent indication of needing help/support.

Feelings of grief and emotions of anger and guilt were being observed and Fife's SFRS felt that support to make sense of those feelings and emotions was required - alongside reassurance for their crews.



PH
Priorities
1, 3 & 5

FHSCP
outcomes
1, 2, 3
4, & 5

Signposting to services & supportive awareness raising & prevention

Inclusive support to be accessed by crews within 4 Fife fire stations

Project should be considerate of it's potential emotional impact

Project should compliment existing SFRS national resources

Bereavement after a Suicide: Workplace Support Project

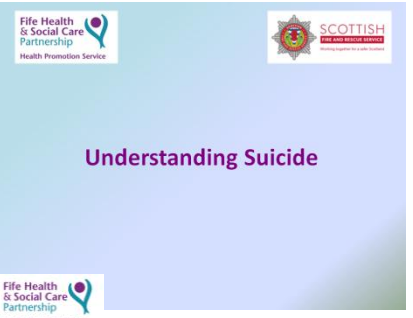
HPS colleagues suggested a video production 'series' approach to offer immediate signposting to services and progressing onto awareness raising and prevention – SFRS agreed with the approach suggested.



Video 1
Nicola Reed, Cruse Bereavement Care Scotland



Video 2
Maggie Wright, Families in Trauma & Recovery



Video 3
Graeme Babbs, Fife Health Promotion Service



Video 4
Alan Gow, Fife Workplace Team



Video 5
Dr Paul Watson, NHS Fife Department of Psychology



Video 6
Mark Johnston, Fife's Scottish Fire & Rescue Service

PH Priorities 1, 3 & 5

FHSCP outcomes 1, 2, 3, 4, & 5

Video scripts developed with information from reliable sources

Videos published as 'closed links' on NHS Fife's YouTube channel

Video series links sent fortnightly in an email alongside further support details

Support Services [video](#) included in each email for safeguarding purposes

Mental Health Awareness Week 2022

Local Campaign, Fife Health Promotion Service

Mental Health Awareness Week is run annually by the [Mental Health Foundation](#) and is a key campaign for the HPS department. HPS teams worked collaboratively to host a local campaign in response to the Mental Health Foundations 2022 national theme of ‘Loneliness’.

Workplace Team designed and facilitated a ‘Loneliness Awareness in the Workplace’ virtual awareness session and invited Fife workplace contacts to attend.

The 1 hour session was hosted on Tuesday 10th May and covered the following objectives:

- Define loneliness and its contributing factors
- Recognise signs of loneliness in others
- Consider how to recover from loneliness
- Signpost to local & national services who can support with loneliness.

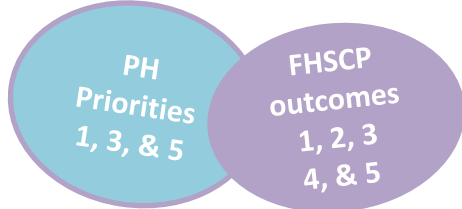


20 people attended the virtual awareness session and evaluation was encouraged through Survey Monkey. 15% of attendees provided feedback:

- 67% of responding attendees said they had gained new awareness
- 100% of responding attendees would recommend the session to others
- 67% of responding attendees rated the session as “very valuable”.

What does Loneliness mean?

“...the feeling we get when our need for rewarding social contact and relationships is not met...” www.mind.org.uk



“How other participants openly shared their experiences...”

“...warm and welcoming facilitators!”

“The sharing of perspectives”.

Training & Awareness Raising Virtual Sessions

Workplace Team regularly keep in contact with organisations who's specific areas of expertise are pertinent to workforce health, safety and wellbeing.

Collaborated virtual training and awareness sessions hosted in 2022 enabled Fife's workforce to access information from:

- Home Energy Scotland – 'How to save money on your energy bills'
- Sepsis Awareness FEAT – 'Sepsis awareness, workforce information session'
- Active Fife – 'Sedentary behaviour awareness in the workplace'
- Samaritans – 'SHUSH, listening tips'



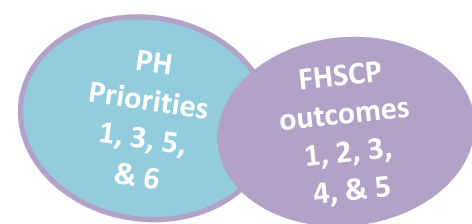
Fife as a region has a consortium of organisations who host training opportunities for Fife's workforce.

Workplace Team worked with Fife Voluntary Action (Lunchtime Learning), Fife Business Gateway (Fife Business Week), Fife Council (Wellbeing Road shows) and Training Team HPS (Training Programme) to facilitate workforce training and maximise audience reach in 2022:

- Positive Steps to Increase Mental Wellbeing
- Long COVID Awareness in the Workplace
- Returning to Work after an Illness
- Sedentary Behaviour Awareness in the Workplace
- Health & Safety at Work – the Basics



Health Promotion Service

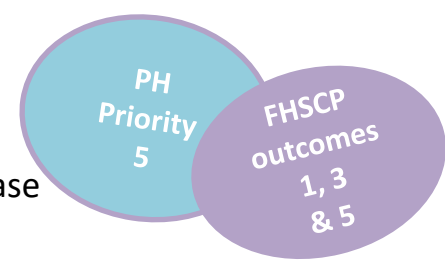


"Excellent content, delivered clearly and crucial for frontline workers like myself."

"Adding it to our training plan."

"Great training, great presenter - knowledgeable & approachable."

Anchor Institutions & Community Wealth Building



Health, Safety and Wellbeing in Community Benefits

NHS Fife has set out its ambition to become an Anchor Institution with a key objective to purchase more locally for social benefit, in order to continue to work to reduce poverty and inequality. Workplace Team are working with colleagues in Public Health and Procurement to help with the health, safety and wellbeing elements of community benefits plans in contracts.

The National Treatment Centre - Fife Orthopaedics at Victoria Hospital, Kirkcaldy was opened on March 20th 2023. Throughout the duration of the project we continued to work with Graham, the main construction contractor, to help them with their programme of health and wellbeing for workers and sub-contractors. This has also enabled us to develop case studies on the ['Impact of Good Work'](#) and ['Volunteering & Community Engagement'](#).



Fife Benefits

New approach to maximising Community Benefits in Fife

PH
Priority
5

FHSCP
outcomes
1, 3
& 5

The NHS Scotland Community Benefits Gateway (NHS CBG) is a nationally driven initiative which is intended to benefit multiple organisations/groups nationally and locally in Fife, in turn improving local health and wellbeing outcomes. We have worked in partnership with NHS Fife colleagues in Public Health and Procurement, along with Fife Voluntary Action (FVA) to devise and test a new approach to accessing the NHS CBG.

FVA have developed a service called Fife Benefits along with a webpage to highlight the Gateway, the assistance available and the process for accessing this. More information can be found [here](#). An online launch event took place on 21st March 2023 and was well attended by community organisations and staff working in localities.

This approach maximises the quality of bids and the numbers and resources involved. The overall aim is to make the whole process easier for all concerned and more productive and sustainable and also to help maximise the chances of the bids being successfully matched by clients and delivered. Public Health Scotland, who lead the NHS CBG work are supportive of the proposed approach and pilot.



Digital Marketing/Communications

Through 2022/23 Workplace Team utilised their digital presence to communicate a substantial amount of health, safety and wellbeing information to their audiences.

Local Web and Social Media platforms

- [Workplace Team Twitter](#) - 798 followers
- [Workplace Team LinkedIn](#) - 172 followers
- Web – www.nhsfife.org/workplace

Monthly newsletter distribution – 274 recipients

Monthly Health Calendar Event Signposting

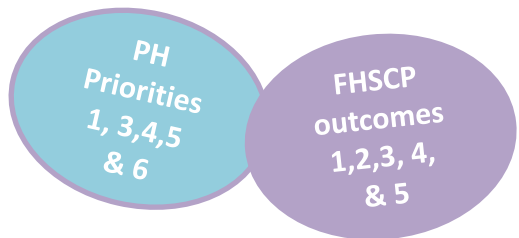
Local and National campaign promotion & awareness raising

Festive Message - Kingdom FM

Workplace Team worked in partnership with local radio station, [Kingdom FM](#) to produce and publish a Festive Message for Fife’s workforce.:

- Aired 96 times over 3 week period
- Reached 57,000 listeners at least 5 times.

You can listen to the produced audio clip [here](#).



Social Media Service Signposting

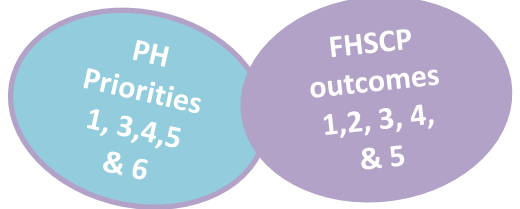
- Samaritans
- See Me
- Scottish Association for Mental Health
- Skills Development Scotland
- Active Fife
- Health & Safety Executive
- Healthy Working Lives
- Citizens Advice

And more...



Digital Marketing/Communications

Local and National Health, Safety & Wellbeing Campaigns, Information & Events promoted through social media:



Workplace Team, Health Promotion Fife @hwfife

As we adapt to living with COVID-19, please #BeDistanceAware and respect the space of those wearing this symbol. @fifehsc @nhsfife @phfife

3:00 PM - Jun 7, 2022

Workplace Team, Health Promotion Fife @hwfife

#SITLess #MoveMore

Take part in On Your Feet Britain Day on the 28th April to raise awareness of sedentary behaviour harms and reduce the health risks of sitting still for too long: onyourfeetday.com @fifehsc @nhsfife @phfife

10:00 AM - Apr 19, 2022

Workplace Team, Health Promotion Fife @hwfife

It's Time to Talk Day - a national day that friends, families, communities & workplaces should come together to talk, listen and change lives. You too can start a conversation about mental health: mind.org.uk/get-involved/ @fifehsc @nhsfife @phfife

mind.org.uk
Time to Talk Day - Mind
The next Time to Talk Day is on 1 February 2024. Download our resources, and find out how to start a life changing...

8:32 AM - Feb 2, 2023 - 28 Views

Workplace Team, Health Promotion Fife @hwfife

If you think someone might need help, trust your instincts and start a conversation. You could save a life. Watch to find out how #SmallTalkSavesLives [youtube.com/watch?v=5bWC30pJ0g0](https://www.youtube.com/watch?v=5bWC30pJ0g0) visit Samaritans.org/SmallTalkSaves... @FifeHSC @NHSFife @PHFife

9:15 AM - Feb 21, 2023 - 56 Views

Workplace Team, Health Promotion Fife @hwfife

Times are hard, and getting harder, for hundreds of thousands of people across the country. Together, during #ChallengePoverty Week 2022, we can start to #TurnTheTide on the injustice of poverty in Scotland challengepoverty.net @fifehsc @nhsfife @phfife @CPWScotland

11:00 AM - Oct 3, 2022

Workplace Team, Health Promotion Fife @hwfife

#WorkRight

Health and Safety Executive @HSE - Aug 17, 2022

If your workers are exposed to wood dust, do you have health surveillance in place to ensure any health effects are picked up early? Learn more about health surveillance for woodworkers here: hse.gov.uk/woodworking/wo... #WorkRight #WoodDust

HSE

Learn more about health surveillance to protect woodworkers.

ALT

12:1 PM - Aug 17, 2022

Workplace Team, Health Promotion Fife @hwfife

The Disability Confident Scheme is about encouraging long-term behavioural change & making the business case for employing disabled people, ensuring that everyone has the opportunities to fulfil their potential. Find out more: linkedin.com/feed/update/ur... nhsfife.org/media/37296/di...

linkedin.com
Workplace Team, Health Promotion Service Fife on LinkedIn: The Disability C...
The Disability Confident Scheme is about encouraging long-term behavioural change and making the business case for employing disabled people, ensur...

3:49 PM - Jun 30, 2022

Workplace Team, Health Promotion Fife @hwfife - Sep 30, 2022

#Ageing@Workforce

The Centre for Ageing Better, Becoming an Age Friendly Employer Guide sets out five simple actions that employers can take now to improve the way they recruit, support and retain older workers ageing-better.org.uk/sites/default/... @fifehsc @nhsfife @phfife

Becoming an age-friendly employer
Centre for Ageing Better
September 2020

Workplace Team, Health Promotion Fife @hwfife

#WorkingWithCOVID

Scottish Government have produced guidance to help you to consider COVID-19 transmission risk within your premises & to identify measures you will need to put in place to protect workers and visitors: gov.scot/publications/c... @fifehsc @nhsfife @phfife

10:01 AM - Apr 26, 2022

Workplace Team, Health Promotion Fife @hwfife - Aug 17, 2022

Businesses perform better when workers are healthy, happy and respected. For information on how to support the mental health and wellbeing of your employees visit: healthyworkinglives.scot/mentalhealth @fifehsc @nhsfife @phfife

Workplace Team, Health Promotion Fife @hwfife

#MusculoskeletalHealth

Employers must protect workers from the risks of musculoskeletal disorders being caused or made worse by work. HSE have guidance here: hse.gov.uk/mus/musd.htm @fifehsc @nhsfife @phfife



Workplace Team, Health Promotion Fife @hwfife

#ControlTheControllables

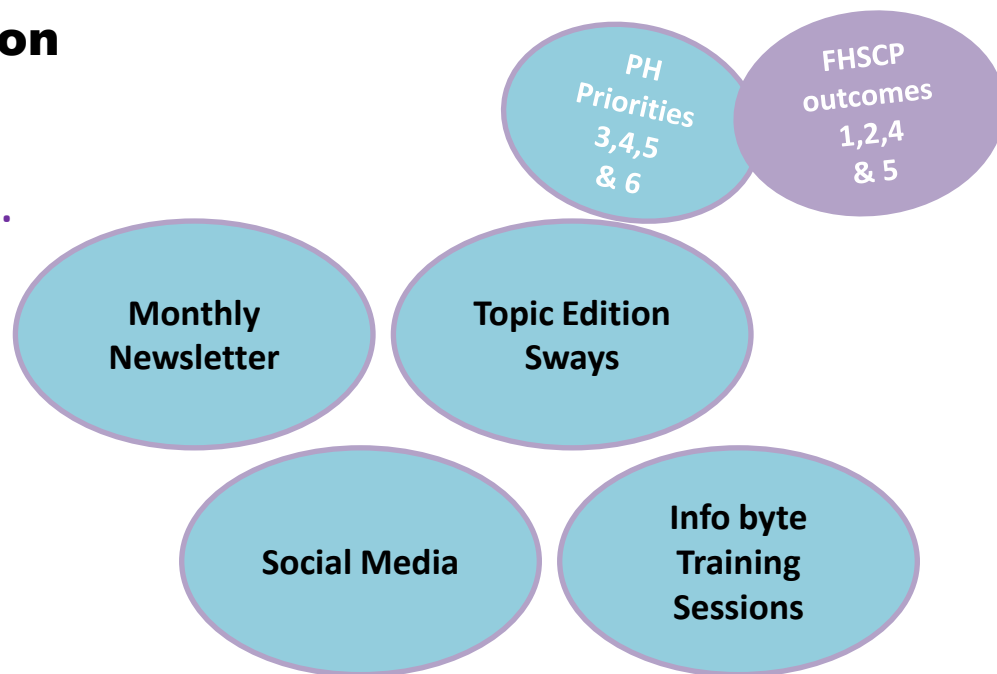
The SHOUT service is a free, confidential, anonymous 24/7 text messaging support service for anyone who is struggling to cope. Just text "Fife" to 85258 to start a conversation. @fifehsc @nhsfife @phfife

Digital Developments

Workplace Team Digital Promotion

Workplace Team utilises digital mediums for workforce health, safety & wellbeing awareness raising, information sharing and knowledge gain.

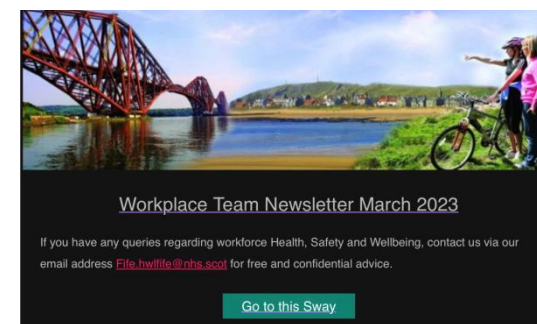
Digital developments maximise accessibility for Fife workers who would not otherwise have capacity to engage with health improvement activities & information.



Monthly Newsletter:

Published April 2022 – March 2023

- Topics such as: Mental Health Awareness Week, Daily Mile, Evaluation, Workplace COVID-19 safety measures, Physical Activity & Health & Safety at Work.
- Profiling Partners: Andy's Man Club, Carers Positive, Disability Confident, Home Energy Scotland, Sepsis Research FEAT, HPS Information & Resources Centre, HPS Training Programme
- 3346 views in total
- 279 average views per month



Workplace Team Digital Promotion

Menopause Awareness in the Workplace

Topic Edition Sway

- 921 views
- Local & National campaign information
- Signposting to services and resources

Social Media

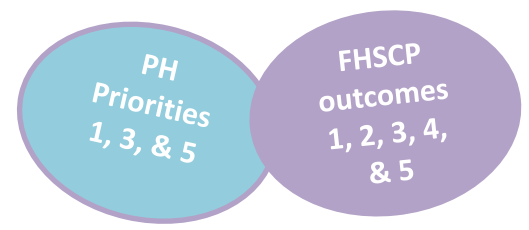
- 13 posts in total
- 39 likes, 22 shares, 2171 impressions & 121 engagements
- Script published through Twitter & LinkedIn
- Signposting to resources and services

Digital Toolkit

- 217 views (March 2023)
- Access through Health Promotion Access Catalogue (HPAC)
- Signs & symptoms
- Impacts on workers and employers
- Workplace policies & reasonable adjustments
- Signposting & support

Digital Info byte

- 317 views (March 2023)
- Access through NHS Fife YouTube channel
- Also included in HPS Training Programme
- Signs & symptoms
- Impacts on workers and employers
- Workplace policies & reasonable adjustments
- Signposting & support



Workplace Team, Health Promotion Fife @hwlffife

#MenopauseAwarenessAtWork

Consider the Equality Act 2010 & Health and Safety Act 1974 when discussing Menopause with workers & signpost to NHS Informs Women's health resource for advice and guidance: [nhsinform.scot/campaigns/wome...](https://nhsinform.scot/campaigns/women...) @fifehscp @nhsfife @phfife

12:00 PM · Oct 21, 2022



Supporting Menopause in the Workplace



Fife Health & Social Care Partnership
Supporting the people of Fife together

Aims & Objectives

- Aims:**
- Raise awareness of the Menopause in Fife's workforce.
 - Increase understanding of the impacts to individuals and in the workplace.
- Objectives:**
- Define the Menopause, its stages and symptoms
 - Discuss the impact that the Menopause can have on individuals
 - Consider the effects that the Menopause can have on workplaces
 - Improve knowledge of reasonable adjustments to support workforce health and wellbeing and reduce risks to business.



Workplace Team Digital Promotion

Dementia Awareness in the Workplace

Topic Edition Sway

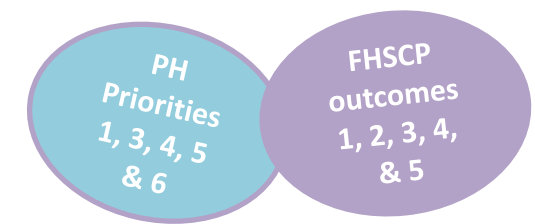
- 80 views
- Local and National campaign information
- Signs & symptoms
- Brain health – reducing risks
- Signposting to services and resources

Digital Toolkit

- 13 views (March 2023)
- Access through Health Promotion Access Catalogue (HPAC)
- Signs & symptoms
- Impacts on workers and employers
- Workplace policies & reasonable adjustments
- Signposting & support

Digital Info byte

- 98 views (March 2023)
- Access through NHS Fife YouTube channel
- Also included in HPS Training Programme
- Signs & symptoms
- Impacts on workers and employers
- Workplace policies & reasonable adjustments
- Signposting & support



"You have so clearly taken on board the stories of lived experience and reflected the hopes for more positive approaches to Dementia in the workplace and this should hopefully influence positively the wellbeing of many - both employees and employers!"

STAND Volunteer

"You have so beautifully captured the key messages, sentiments and emotions of those living with dementia and their families and friends. I think it's really sensitively yet honestly crafted and the format is simple yet illustrative. I feel employers are blessed to have this as it sign posts, for all concerned, the tools and resources that can only help make a difficult situation much more manageable and tolerable."

STAND Volunteer

Fife Health & Social Care Partnership
Health Promotion Service
Workplace Team

Dementia Awareness in the Workplace



Fife Health & Social Care Partnership
Supporting the people of Fife together



Aims & Objectives

Aim

Explore Dementia and how it can impact on employers and workers.



Objectives

- Increased knowledge & awareness of Dementia
- Improved awareness of workplace reasonable adjustments
- An understanding of supportive workplace policies.

Fife Health and Social Care Partnership
A partnership between Fife Council and NHS Fife
www.fifehealthandsocialcare.org

Workplace Team
File.hw@fife.nhs.scot



Local/National Needs & Priorities

As workplaces continue to recover from the from the COVID-19 pandemic, good work remains of key importance in reducing health inequalities that, in Scotland, are widest for people of working age.

In 2023/24 our key strategic drivers will continue to be National Public Health Priorities, Fife H&SCP Priorities, Plan4Fife Recovery and Renewal priority themes. We will also be directly contributing to A Scotland where everybody thrives: Public Health Scotland’s strategic plan 2022 to 2025.

Fife H&SCP Prevention and Early Intervention strategy will be developed over the next 12 months and contribution will be made to this and other key local strategies.

Workplace Team will work with partners such as Opportunities Fife Partnership and Fife Economy Partnership, along with key intermediaries, to ensure fair employment and good work for all is a key priority in Fife.

Our focus areas will be continue to be Mental and Physical Health , Fair Work, Work Retention, Ageing Workforces, Supporting Anchor Institutions and Community Wealth Building.



Health Promotion Service Workplace Team

Thanks...

“Thank you to all our partners, stakeholders and Fife workplaces who support us to deliver our services & continue to use our services. You make our job so interesting, fun and worthwhile.”



For further information on the work of the team please contact:

Alan Gow (Team Manager & OHS Adviser)
Alison Ramsay (Health Promotion Officer)
Amy Brown (Health Promotion Officer)

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Local web: www.nhsfife.org/workplace

Twitter: [@hwlfife](https://twitter.com/hwlfife)

LinkedIn: [Workplace Team, Health Promotion Service Fife](#)

National web: www.healthyworkinglives.scot

Address: Cameron Hospital, Windygates, Leven, KY8 5RG