

Consultancy details

A Health Promoting Workplace

in equilibrium

t. 0131 476 5027

e. training@in-equilibrium.co.uk

www.in-equilibrium.co.uk

A Health Promoting Workplace

Good health is good business

The service we provide

The link between healthy employees and efficient organisations is now an accepted fact. A healthy promoting workplace produces benefits all round, for the individual, the organisation and local communities.

If you are planning to introduce a Healthy Workplace Programme or you have one that needs a kick-start to get it going again, In Equilibrium can help in the following ways:

- Securing board and management support
- Form and chair a programme steering group
- Explore and agree priorities
- Provide a policy template
- Agree an action plan
- Monitor and control the implementation of policy and procedures

For the employer, their workforce is their most important resource, and society benefits from high employment, and a fit and productive workforce.

A central focus of workplace health promotion should include - approaches that encourage self management, personal responsibility and providing support to enable healthy choices:

- Workplace health promotion includes all efforts made in all contexts where individuals work, and which are designed to increase well-being and health.
- Workplace health promotion is concerned with causes of ill-health, but focuses on opportunities for good health.
- Workplace health promotion is designed to enable working people to develop good health and good health-related behaviours.

What are the benefits of positive workplace health promotion?

Employee benefits

- healthy working conditions
- health information at work
- practical help to be healthy
- a sense of team spirit and reward
- a boost to morale and motivation
- good management/employee relations
- fun, social events
- the chance to improve their awareness of health issues and make a difference to their lifestyle

Employer benefits

- a healthier, happier workforce
- a motivated team with high morale
- good management/employee relations
- less sickness absence
- increased performance levels
- a lower staff turnover
- positive links with your community

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What are your organisation's current priorities?

Throughout any organisation, health will only become a shared priority if there is:

- Management commitment
- Partnership working
- Positive, cohesive communication and co-ordination
- Policy adaptation and development
- Full staff involvement on decisions regarding health priorities
- Specialist support

Establishment of a health promotion working group within an organisation, should not only ascertain adherence to current Health and Safety obligations, but should also consider:

- Assessing staff health needs - focusing on environmental, organisational and individual lifestyle issues.
- Promoting physical activity - implementing stated policy and procedures
- Providing healthy food choices/facilities at work - implementing stated policy and procedures
- Providing employees with an opportunity to have health checks
- Creating health awareness in line with local health events
- Providing staff seminars appropriate to the needs of the workforce
- Detailing strategy and action plans for health, based on identified needs

This is a consultancy service, however in-house training can also be provided if required.



What advice and support is available from In Equilibrium?

We can:

- Support strategic development and management support
- Chair a steering group
- Support project management
- Provide guidance within policy development
- Promote partnership development
- Provide health information, conduct health seminars, promote good practice