



The Healthy Workplace Standards

A framework to improve the health and wellbeing of the Milton Keynes, Bedford Borough and Central Bedfordshire workforce.

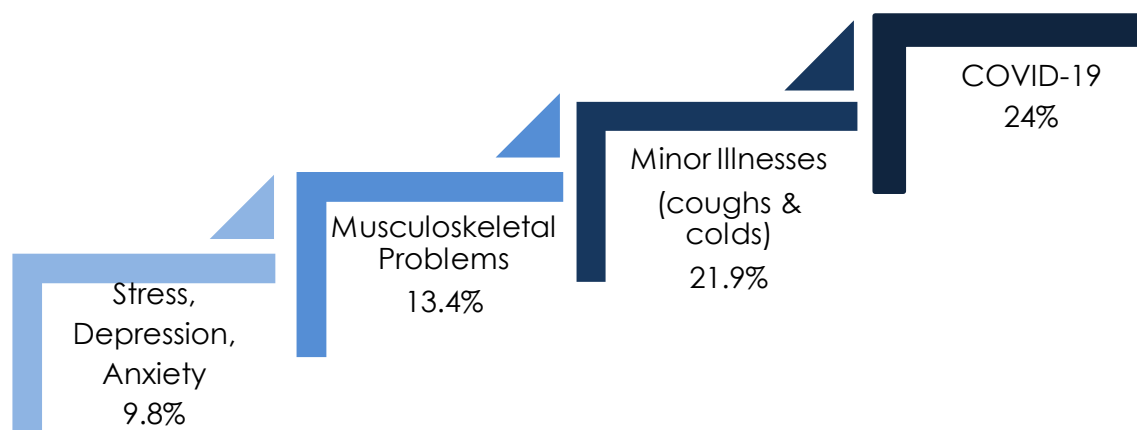
In partnership with The Office of Health Improvements and Disparities, and partners across the Eastern Region

People in the UK on average work 36 hours per week which means **21%** of our week is spent at work. (1)



Effective workplace health interventions can return **£2-£34** for every **£1** spent. (2)

Reasons given for sickness absence in 2021 (3)



1 in 6 adults will have experienced a **common mental health disorder in the past week** (4)

On average for every **£1 spent on mental health support in the workplace**, there is an average of **£5 return on investment**. (5)

The **estimated total cost of absenteeism, presenteeism and staff turnover** has increased by **25%** since 2019, reaching an **estimated annual cost of £53-56 billion** between 2020-2021. (5)

31% of UK employees have a **long-term health condition**. (4)

Introduction

The workforce is a business's best asset and having a healthy workforce makes good business sense. Although many workplaces want to support their employees' health and wellbeing, it is difficult to know where to start. It is also a challenge for workplaces to know where to go to for up to date, reliable information, and resources to support workplace health.

Participation in the Healthy Workplace Standards provides a **simple and accessible framework**, which supports improvements in workplace health and wellbeing. The Standards are evidence informed and can help to promote a positive workplace culture and sustainable improvements in mental and physical health for all.

The Healthy Workplace Standards have been developed by the Public Health Workplace Health team, in partnership with Public Health colleagues across the eastern region. The standards are endorsed by the local Health and Wellbeing Boards and the Office of Health Improvement and Disparities.

The RAND Corporation 2018 Review (6) found the adoption of workplace accreditation standards contributed to:

"Improvements in policies, infrastructure and the provision of wellbeing programmes by participating organisations, such as sickness absence, job satisfaction and staff morale".

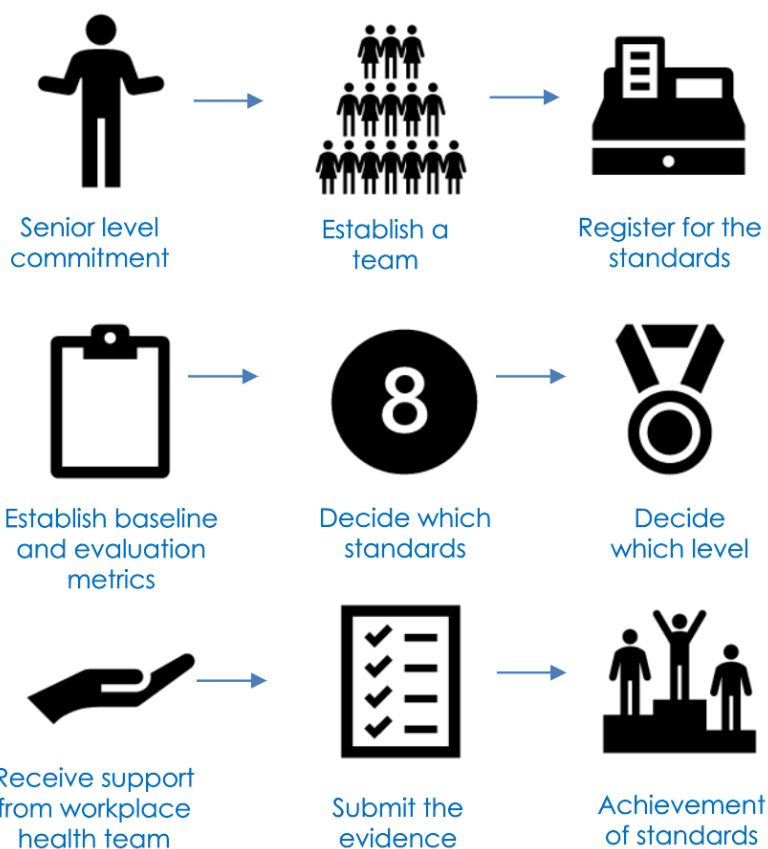
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The Healthy Workplace Standards cover eight topics and set out different requirements for small, medium, and large businesses at bronze, silver, and gold levels.



The Healthy Workplace Standards invite employers to take an honest look at how their organisation is performing and offer a flexible approach by allowing employers to focus on as many standards, at any level and within their own timescale.

Steps to achieving the Healthy Workplace Standards:



To register for the Healthy Workplace Standards or to find out more:

- Web: www.healthyworkplaceaward.org.uk
- Email: public.health@milton-keynes.gov.uk *

*This email address should also be used for workplaces located in Central Bedfordshire, Bedford Borough and Milton Keynes

References:

1. Office of National Statistics (ONS) Census 2021
2. ERS Research and Consultancy. *Health at work: Economic Evidence Report 2016*
3. Office of National Statistics (ONS), 2021
4. *Health matters: health and work, 2019*
5. Deloitte, *Mental health and employers. The case for investment – pandemic and beyond, 2022*
6. The RAND Corporation, *Workplace Wellbeing Charter Analysis of take-up and impact, 2017*