



Working together to improve the health and wellbeing of our communities

## Healthy Workplace

Supporting local employers with health and wellbeing in the workplace

This monthly newsletter, for workplaces of all sizes across Milton Keynes, Bedford Borough and Central Bedfordshire, is designed to support health and wellbeing in the workplace.

For more information on anything covered below, including our Healthy Workplace Standards, free training and workshops, plus a range of information and resources, please visit our website or email the Workplace Health Team at [public.health@milton-keynes.gov.uk](mailto:public.health@milton-keynes.gov.uk)

[Visit our website - Workplace health and wellbeing](#)

## Local workplace health support



If you are interested in finding out more about how to improve the Health and Wellbeing of your workplace, including improvements in productivity and retention, click on the link below to see what the team can offer.

[Meet the Workplace Health Team and hear about the workplace offer in this short video](#)



## Healthy Workplace Standards

**We can support your organisation to make time for wellbeing whilst recognising your achievements.**

Our eight healthy workplace standards offer a framework to improve the health and wellbeing of your workforce. The scheme is free and covers all aspects of health and wellbeing from healthy weight to inclusive employment and is designed to structure your progression, helping you achieve a healthy workplace in all areas of your organisation.

The Standards help local employers to recruit and retain staff whilst improving productivity, absenteeism and effectiveness across your workforce.

[Learn more about The Healthy Workplace Standards](#)

## Monthly focus



### Awareness of drug and alcohol misuse

Drug and Alcohol misuse are significant issues for workplaces. Lost productivity due to alcohol use alone costs the UK economy more than 7 billion pounds annually. 35% of people say that they have noticed a colleague under the influence of drugs and alcohol at work whilst 25% say that drugs or alcohol have affected them at work, with decreased productivity.

Drug and alcohol misuse are recognised medical conditions and employees have the right to confidentiality and support. Employers also need to consider workplace risks and the legal position.



### **Who is most at risk?**

Typically, shift workers and those with poor working conditions are at most risk along with people who experience poor mental health and who are neuro-divergent. Personal conflict and stress, changes or upheaval at work and low job security can also act as contributing factors.

### **The following signs could indicate drug or alcohol misuse**

- Unexplained or frequent absences
- A change in behaviour
- Dips in productivity
- More accidents or near misses
- Performance or conduct issues
- Drug and alcohol odour

### **How can you support your employees?**

- Risk assess any safety critical elements and take action to remove or mitigate
- Develop a policy that's accessible to all staff and includes the rules on drugs and alcohol at work, the importance of early identification; the support available and the disciplinary position
- Ensure managers have received awareness training on the signs, rules, and what to do if an employee has a drug or alcohol problem
- Ensure your work culture does not promote excess drinking or drug use, including at work events
- Treat the matter in a non-judgemental and confidential way
- Promote a culture of open communication to encourage employees to disclose any issues relating to their drug and alcohol use
- Enable the employee time to engage with professional support services including those provided by your occupational health or employee assistance programmes
- Consider reasonable adjustments for those affected, including alternative roles and responsibilities

- Ensure drug and alcohol information is available to all employees and run regular promotional campaigns

[Visit Alcohol Change UK to learn more \(website\)](#)

### Further information and support services

Further information can be found on our [webpages](#) under alcohol, substance misuse and gambling. We also have a range of resources and services on managing stress.

## Campaigns



### NSPCC Listen up Speak Up

A campaign to empower you to speak up if you are worried about a child or family. Free bitesize training is available for your workforce or you can host a training workshop at your workplace. Just contact [localcampaigns@nspcc.org.uk](mailto:localcampaigns@nspcc.org.uk).

### Mental Health Awareness

Mental health awareness week from 13th – 19th May 2024

## Measles Mumps and Rubella (MMR)

Measles can cause serious complications and can be fatal, but 2 doses of the #MMR vaccine can offer protection for life. Make sure you & your loved ones are up to date with their jabs, and if not, contact your GP practice for a catch - up appointment.

More info: <https://www.nhs.uk/conditions/measles/>

Link to translated leaflets - [MMR for all: general leaflet - GOV.UK \(www.gov.uk\)](#)

Thank you for reading our newsletter. If you would you like to be added to our mailing list or for more information on:

- [The Healthy Workplace Standards](#). A best practice framework and award scheme
- [Free training and workshops](#) on a range of health and wellbeing topics
- A range of [information and resources](#) covering all aspects of workplace health

Please email the Workplace Health Team at [public.health@milton-keynes.gov.uk](mailto:public.health@milton-keynes.gov.uk)