

# Alcohol and the workplace: a place for IBA?



**Health and well-being at work:  
where we are at?  
Tuesday 6 September**

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Coordinator**

# Is work good for your health and well-being?

## Waddell and Burton 2006

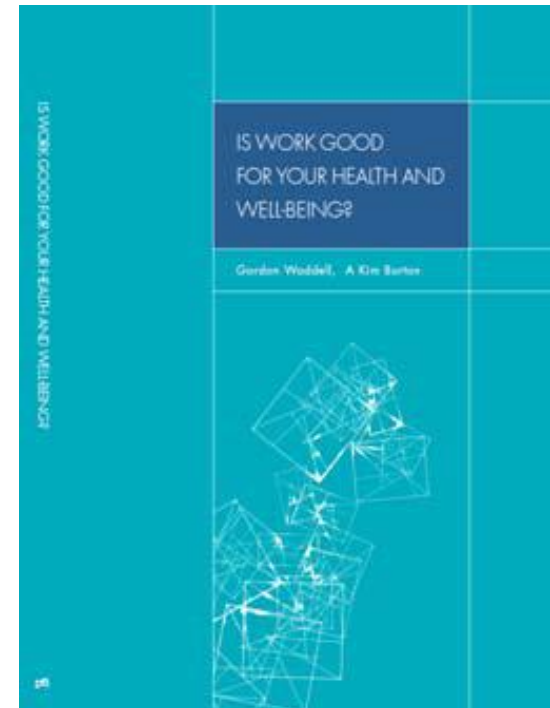
Work is generally good for physical and mental health and well-being

Worklessness is associated with poorer physical and mental health

Work can reverse the adverse health effects of unemployment

Work can be therapeutic

**The beneficial effects of work are greater than the harmful effects of long term unemployment or prolonged sickness absence**



# Working for a Healthier Tomorrow

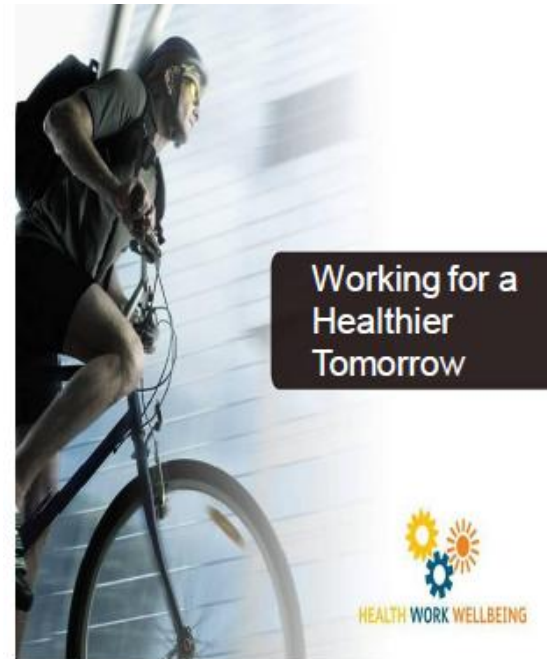
Dame Carol Black 2008

Work and the work environment can promote and protect physical and mental health.

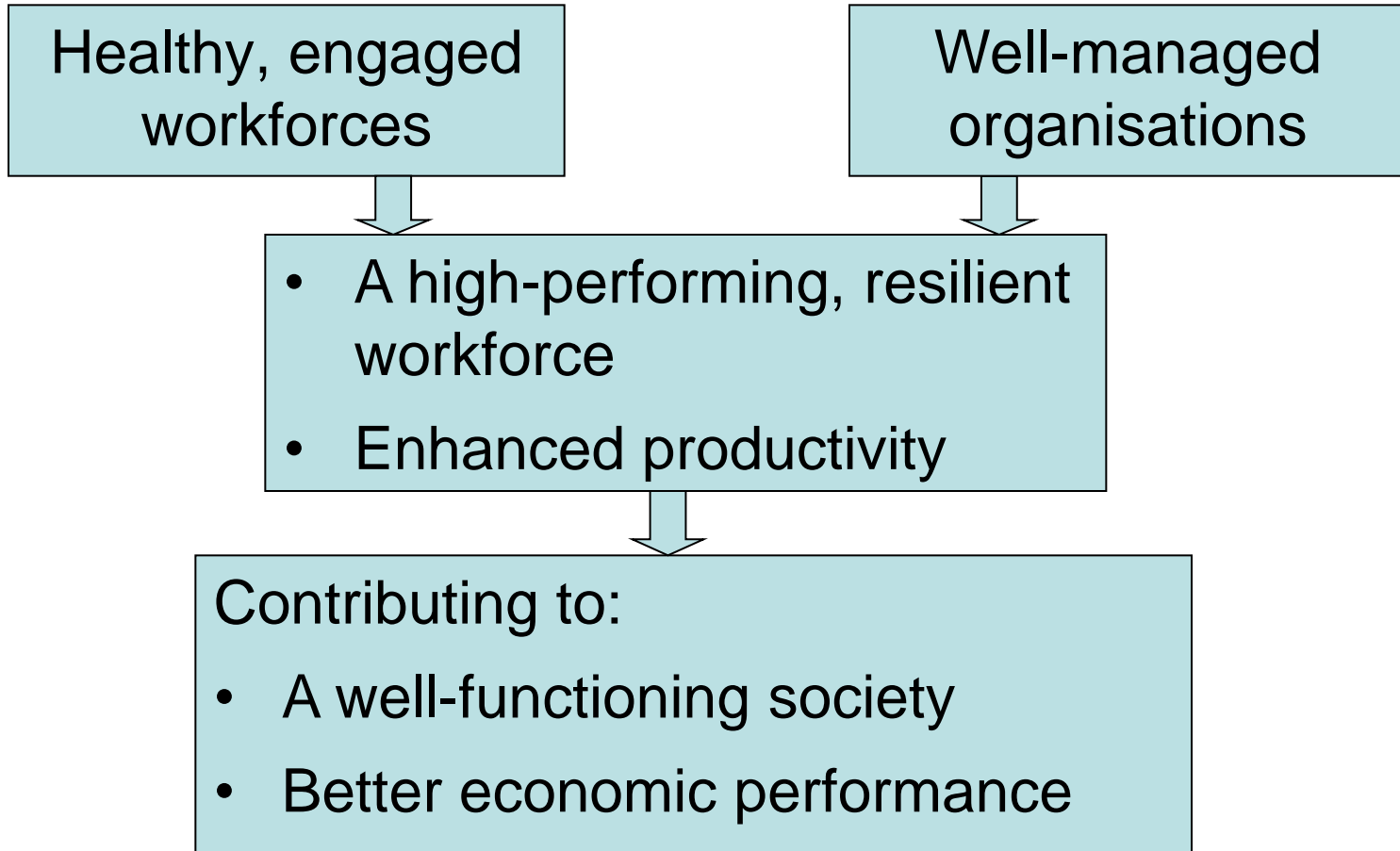
An employer can support an individual remain in employment.

Smaller businesses need additional support to promote health at work.

The public sector can benefit as an employer from improved investment in workplace well-being.



# Health, Work and Well-being: What is our overall goal?



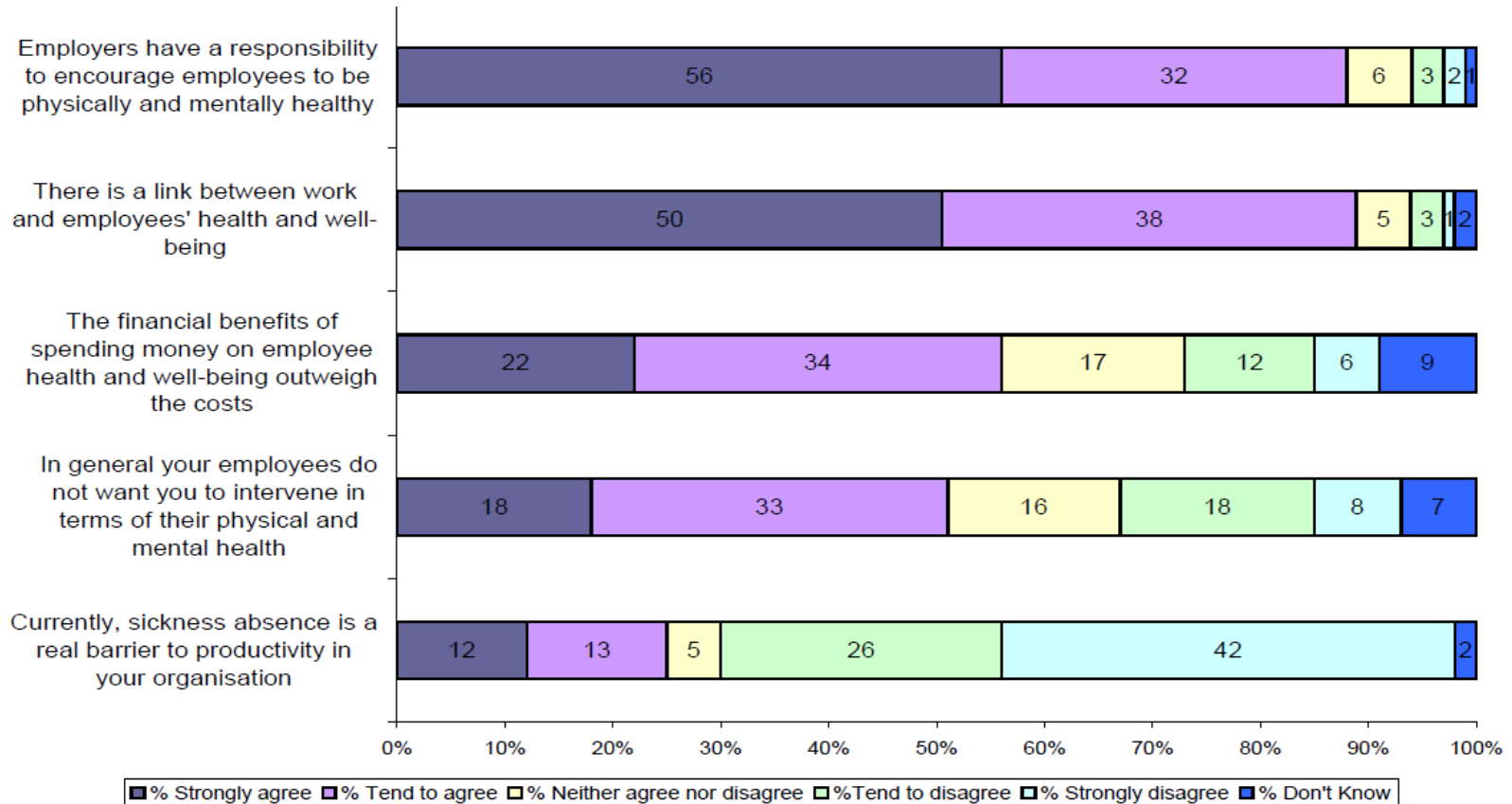
People with disabilities must be part of this goal.

# The Government's response

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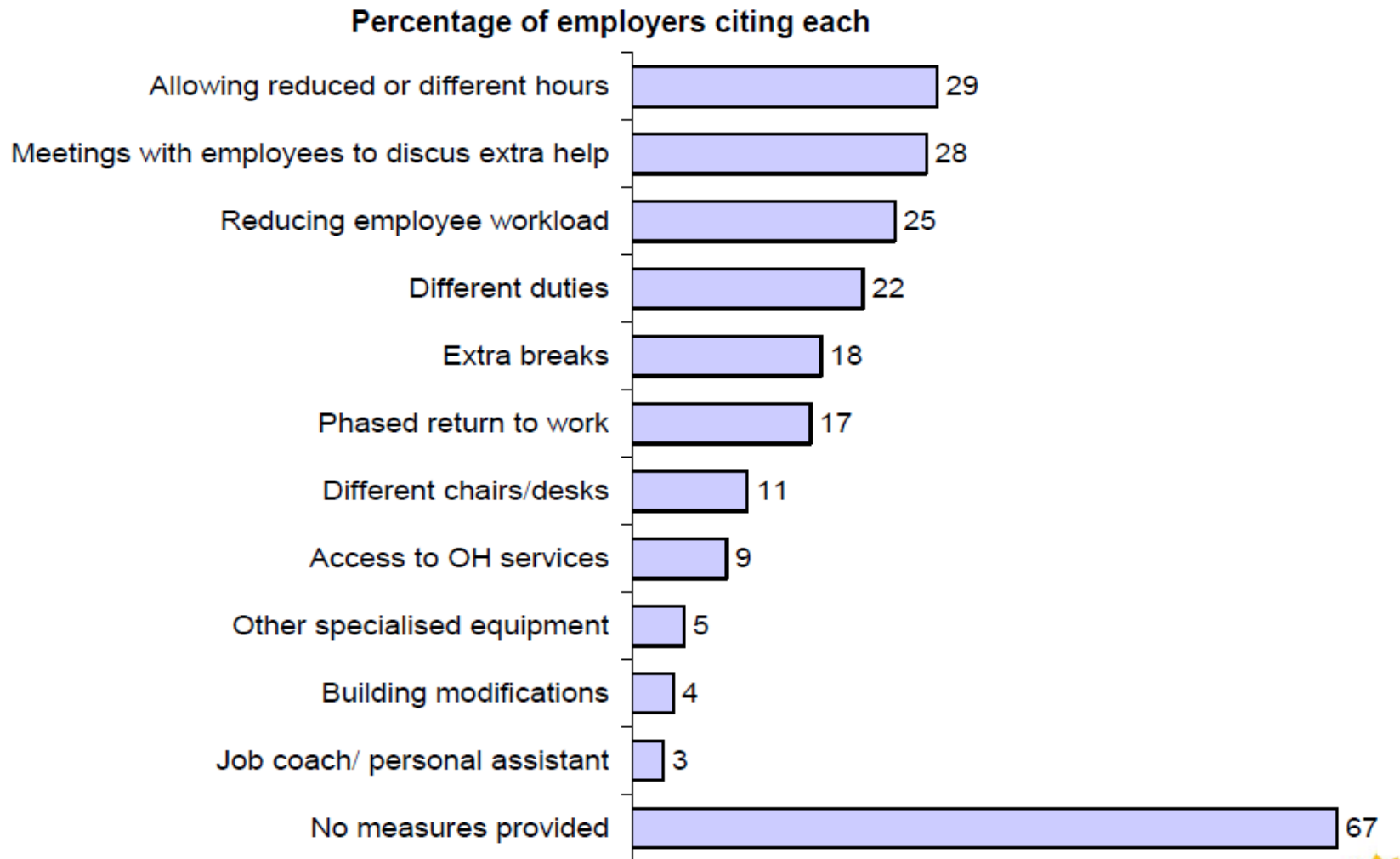
- Occupational health advice line
- Introduction of the 'Fit Note'
- Fit for Work Service pilots
- Health, Work and Well-being Coordinators
- National GP education programme
- Challenge Fund project for businesses
- Health, Work and Well-being research
- Independent Review of Sickness Absence

# Health, Work and Well-being research



Source: Health and well-being at work: A survey of employers

# Measures used in the last 12 months by employers to help keep employees with health problems in work or facilitate their return to work



Source: Health and well-being at work: A survey of employers

# Independent Review of Sickness Absence

Co-reviewers: Dame Carol Black

David Frost, Director General, British Chambers of Commerce

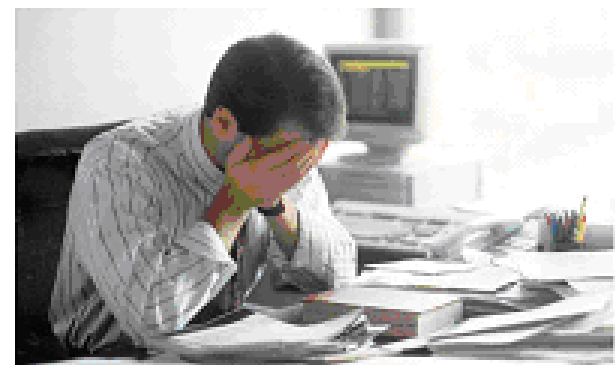
## Aims of the review:

- To explore how the current sickness absence system could be changed to help people stay in work, reduce costs and contribute to economic growth;
- To examine whether the balance of these costs is appropriately shared between the State, individuals and employers;
- To make tangible recommendations for system change; and
- To ensure that recommendations for change are consistent with promoting private sector growth and minimising burdens on business and in particular small and medium-sized businesses.

## Eight out of 10 British workers are overweight or have long-term illness

Obesity and poor health conditions, not including stress, costs 100m work days or £21.5bn a year, finds 25-year study

David Brindle  
guardian.co.uk, Thursday 29 September 2011 12:05 EDT  
Article history





# Work and London: The facts

- 1.3 million working-age Londoners are out of work
- Lone parents, disabled people and those with no qualifications are far less likely to be in work in London than in the rest of the UK
- Rates of claims for incapacity benefit on the grounds of mental ill health and behavioural disorders are higher in London at 44% in comparison with the national average of 40%.
- London has the highest number of people on incapacity benefit with alcohol dependency.
- More than 600,000 Londoners have no qualifications and one in five lack functional literacy and numeracy skills.

# London Health, Work and Well-being projects

## **YMCA Workplace Activator project** [www.ymca.co.uk/workplace-activator](http://www.ymca.co.uk/workplace-activator)

- Led to reduction BMI, increase in physical activity and mental well-being.
- Further funding for project to be rolled out across London.

## **Mental health awareness training**

- CD resource that can provide different models of training and support.
- Two day training package to organisations at around £70 per delegate.

## **London Health, Work and Well-being Forum**

- Membership of 120 from London NHS organisations and local authorities, both looking at internal and external health and well-being practices

## **Knowledge and support for London's Trade Union learning representatives**

- Health and Well-being toolkit for Trade Union representatives

## **Business case for action**

- Report by GLA Economics
- Film of Park Health, occupational health team for the 2012 Olympic and Paralympic park and village

# Workplace Wellbeing Charter for London

Workplace\_Wellbeing\_Standards[1].pdf - Adobe Reader

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## Self-assessment Standards for Alcohol and Substance Misuse

Commitment	FM	PM	NM	NA	Examples and Guidance	Notes/Evidence
Employees are provided with information about the effects of alcohol and substance misuse. Sources of further information and support are readily available.	●	●	●	●	Notice board, intranet page, newsletter, minutes of meetings etc. See: <a href="http://www.nhs.uk/livewell">www.nhs.uk/livewell</a> • Signposting to local services and availability/provision of information and self help leaflets to enable employees to seek independent and confidential advice and support e.g. Department of Health 'Your drinking and you' leaflets: <a href="http://www.drinking.nhs.uk">www.drinking.nhs.uk</a> • Change4Life swap materials: <a href="http://www.nhs.uk/Change4Life">www.nhs.uk/Change4Life</a>	
Employees are supported in seeking help to treat alcohol or substance misuse issues.	●	●	●	●	Staff survey indicating knowledge or evidence of intranet/staff newsletter, location of further information etc.	
Achievement						
A policy is in place regarding the use of alcohol and other substances in the workplace that is clear and consistent.	●	●	●	●	Policy and methods of communication with employees. Model policy available from the Health and Safety Executive website with guidance on how to deal with workplace alcohol and drugs issues, see <a href="http://www.hse.gov.uk/simple-health-safety">www.hse.gov.uk/simple-health-safety</a>	
Employees are aware of the policy, what it means and the support available.	●	●	●	●	Minutes of meetings, staff survey indicating knowledge or evidence of intranet/staff newsletter location of further information etc.	
Managers at all levels are aware of why staff may be reluctant to come forward with their problems with alcohol and substance misuse. Managers actively promote the use of external help and rehabilitation when approached.	●	●	●	●	Management training, guidance or policy etc. Clear signposting of support available. Identification and Brief Advice (IBA) Tools training for leaders to help support staff experiencing problems. See Alcohol Learning Centre: <a href="http://www.alcohollearningcentre.org.uk">www.alcohollearningcentre.org.uk</a>	
Employees need to be aware of link between alcohol, substance misuse and stress in the workplace.	●	●	●	●	See: <a href="http://www.drinkaware.co.uk">www.drinkaware.co.uk</a> and <a href="http://www.healthatwork.org.uk">www.healthatwork.org.uk</a>	

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# Contact details

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