



University of Salford
A Greater Manchester University

Our People

Employee Health & Wellbeing Strategy

2010 - 2013



Goal 4



Introduction

This strategy sets out how the University intends to drive and influence the delivery of wellbeing over the next 3 years, aligning with the Government direction to shift the focus from treating ill health to proactively supporting wellbeing.

The aim is to bring together partners from within the University and the Salford community who are committed to maintaining, enhancing and protecting the health and wellbeing of individuals by developing and delivering the following initiatives:

Healthy Lifestyle Activities

- ✎ Exercise
- ✎ Healthy Eating

Health Support Activities

- ✎ Health Check Clinics
- ✎ No Smoking Policy and Stop Smoking Support
- ✎ Employee Support Helpline and Web Based Resource Portal (EAP)
- ✎ Recognition and Management of Stress Policy
- ✎ Management Coaching

Rehabilitation Activities

- ✎ Physiotherapy
- ✎ Counselling
- ✎ Fitness to Work

Why Adopt A Strategy?

The strategic vision for the University is to become an Employer of Choice. To aid in achieving this vision the University must demonstrate how it values its staff and their wellbeing.

Wellbeing encompasses multiple facets of life including good mental and physical health, which is essential for the wellbeing of both individuals and the wider community. Environmental factors e.g. clean air, pleasant gardens, safe walkways and transport facilities, are all integral to wellbeing.

The purpose of the wellbeing strategy is to:

- ✎ Compliment and support the College of Health and Social Care (CSHC) development of 'Academic Enterprise' around the Health and Wellbeing theme;
- ✎ Increase good will and employee engagement;
- ✎ Nurture a feeling of organisational citizenship;
- ✎ Enhance employee work satisfaction;
- ✎ Maintain current links and forge new ones within the Salford community.

Key partners

The success of the wellbeing strategy is reliant on key partners.

In order to achieve the aims of the strategy, delivery and resources need providing from other key partners. Clear and visible commitment from the Executive Committee is also essential to the successful delivery of the wellbeing strategy; their direction will ensure key partners engage and commit the time and resources needed for delivery.

Key partners will be required to:

- ✎ Further develop and deliver wellbeing initiatives inline with the current Wellbeing Development Plan;
- ✎ Encourage and support employees to adopt and maintain a healthy lifestyle;
- ✎ Support both local and nationwide wellbeing and health initiatives;
- ✎ Seek out networking opportunities and forge relationships within the University and local community to promote wellbeing.

Development Plan

The Current Wellbeing Development Plan lists a number of initiatives that need developing and delivering over the next 3 years. The list whilst not exhaustive details key partners and provides information on the benefits of each initiative.

It includes a balance of proactive and rehabilitative activities that provide a wellbeing foundation on which to build.

Plans for development reflect national and local economic constraints. The strategy therefore sets out to develop and deliver initiatives that provide maximum benefits at minimum costs.

Once embedded the wellbeing culture will enhance the student and staff experience, and will assist the University in its bid to achieve the status of Employer of Choice.

Wellbeing Development Plan

1. Healthy Lifestyle Activities	Key Partners	Combined Benefits
<p>a. Exercise and Physical Activity</p> <p>To provide and promote exercise and physical activity as a means to develop a healthy lifestyle through:</p> <ul style="list-style-type: none"> ➤ Reduced rate sports centre membership for all staff with a one month free trial for all new members of staff ➤ Fully equipped fitness suite along with training advice and programme setting ➤ Full programme of exercise classes ➤ Reduced rate access to the University swimming pool and additional sessions such as learn to swim ➤ Squash, badminton and football available ➤ Campus Health Walks ➤ Provision of a weekly Park Run event ➤ Improved gardens and botanical landscapes <p>b. Healthy Eating and Sustainable Sourcing</p> <p>To promote healthy eating and implement our commitment to Salford's Healthy Weight Strategy through:</p> <ul style="list-style-type: none"> ➤ A healthy eating policy, Eat! ➤ Outlets that provide affordable, healthy and sustainable food ➤ Awareness of food sustainability, Love food, Hate waste Campaign ➤ Information and support to our community groups on healthy eating ➤ A policy to underpin our provision of "Sustainable Food" ➤ Fair trade status 	<p>Student Life</p> <ul style="list-style-type: none"> ➤ Human Resources ➤ Salford Strategic Partnership ➤ Salford Community Leisure <p>Estates and Property Services</p> <ul style="list-style-type: none"> ➤ Estates Team – Gardeners <p>Student Life</p> <ul style="list-style-type: none"> ➤ Aramark Caterers 	<p>The workplace offers a unique setting for preventative healthcare. It provides the obvious setting to effectively invest in its greatest asset, employee health and wellbeing.</p> <p>The three risk factors which are largely responsible for an escalating epidemic of chronic disease are poor diet, smoking and lack of physical activity.</p> <p>These can result in:</p> <ul style="list-style-type: none"> ➤ Increased levels of sickness absence ➤ Increased levels of presenteeism ➤ An unhealthy workforce <p>By encouraging and facilitating small changes in the work environment, employers can help to address the long term health of their employees.</p> <p>This can result in:</p> <ul style="list-style-type: none"> ➤ Increased employee satisfaction (non payment reward) ➤ Enhanced work life balance ➤ Reduced sickness absence <p>A healthy workplace greatly increases the student and staff experience</p>

Wellbeing Development Plan

2. Health Support Activities	Key Partners	Combined Benefits
<p>a. Health Check Clinics To provide and promote a service which focuses on sickness prevention and promotes wellbeing through:</p> <ul style="list-style-type: none"> 👉 Blood Pressure Checks. 👉 Cholesterol Testing. 👉 Glucose Testing. 👉 Healthy Weight Management Advice. <p>b. No Smoking Policy and Stop Smoking Support Implement a Policy to assist in the transformation to become a 'No Smoking' University, by promoting a no smoking culture. Provide support to staff who would like to give up smoking, while still providing smokers with safe controlled environments in which to smoke.</p> <p>c. Employee Support Helpline and Web Based Resource Portal (EAP)* FirstAssist to provide easy access to accurate life management information.</p> <p>d. Recognition and Management of Stress Policy Proactively communicate and raise awareness to enable individuals to recognise the signs or symptoms of stress in themselves or others and minimise its impact.</p> <p>e. Management Coaching To develop positive behavioural skills in Managers.</p>	<p>Human Resources Division</p> <ul style="list-style-type: none"> 👉 Salford Primary Care Trust 👉 Salford City Council <p>Estates and Property Services Division</p> <p>Health, Safety and Wellbeing</p> <ul style="list-style-type: none"> 👉 FirstAssist <p>Human Resources Division</p> <p>Human Resources Division</p> <ul style="list-style-type: none"> 👉 School of Social Work, Psychology & Public Health 	<p>Musculoskeletal disorders and mental illness continue to be amongst the largest causes of short and long-term absence, and remain the most prevalent of the major diseases in the UK.</p> <p>In the future it is expected that an even larger portion of the burden of disease in the UK will be linked to lifestyle choices, such as levels of smoking, alcohol consumption and obesity.</p> <p>Nearly a third of the total burden of disease and disability in the UK is linked to cancer, coronary heart disease, stroke and diabetes. All of which are closely linked to obesity.</p> <p>The costs of 'presenteeism' (employees who are in work but not working productively due to ill-health) could be up to 1.5 times the cost of absence, yet few employers measure the hidden or indirect costs of either absence or presenteeism.</p> <p>Health support activities can help to:</p> <ul style="list-style-type: none"> 👉 Reduced levels of stress in the University. 👉 Reduced sickness absence levels. 👉 Increase in employee satisfaction, (non payment reward) 👉 Reduces strain and supports managers to perform their roles. 👉 Health checks allow early identification of symptoms indicative of ill health/disease, and if appropriate, timely referral to health professionals for treatment/ intervention. 👉 Decrease in ill health due to smoking related illness and provides all parties with clear guidance on smoking restrictions within the University. <p>A healthy workplace can help the University become an Employer of Choice.</p>

The EAP is a confidential free service for all employees; it is accessible from work or home, 24 hours a day, 365 days a year.

Wellbeing Development Plan

3. Rehabilitation Activities	Key Partners	Combined Benefits
<p>a. Physiotherapy Provides free expert treatment, quality advice and education for employees with musculoskeletal problems.</p> <p>b. Counselling Is available to employees who are experiencing problems in their work and / or personal lives.</p> <p>c. Fitness to Work Assisting individuals back into the workplace through adaptations to the workplace and work practices.</p>	<p>Health, Safety and Wellbeing</p> <ul style="list-style-type: none"> ➤ External Service Providers ➤ Individuals Line Managers <p>Human Resources Division</p> <ul style="list-style-type: none"> ➤ Employees GP ➤ Health Professionals 	<p>Almost 50% of all sickness absence is attributed to musculoskeletal or stress related issues.</p> <p>Prompt access to in-house physiotherapy and counselling can aid recovery and rehabilitation.</p> <p>In house service provisions can significantly reduce the time employees need away from work to travel to local NHS treatment services.</p> <p>Annual evaluations of employees who have accessed counselling and physiotherapy show that these services are highly valued. The benefits include:</p> <ul style="list-style-type: none"> ➤ An increased number of individuals that remain in work whilst accessing treatment; ➤ Reduced level of sickness absence; ➤ Improved employee satisfaction, (non payment reward).



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