

Appendix 4 Workplace (Pillar 4)

Overview of progress

There are 10 Action Points. There is progress on 8 APs, with 2 of them achieving the milestones of putting monitoring in place. There is one where initial work has not continued and another where action was proposed but not taken up. Monitoring is in place for 6 APs and a progress report available on one. No cost information has been made available.

Description of progress

Healthy Working Lives

Guidance for taking forward Health Works across the public sector was published. The strategic review of Healthy Working Lives has placed an emphasis on small and medium sized enterprises (SMEs). Although healthy weight, nutrition and physical activity are all embedded in the content of the scheme, research indicated that these areas are not a priority for SMEs and are not therefore being specifically driven. A pilot scheme to encourage weight management through the workplace did not take off.

Physical activity through work

Paths for All has continued workplace activity, notably through the workplace step count challenge which has grown year on year and now involves over 7000 employees. Cycling Scotland continues its Cycle Friendly Employer awards and interest free loans are available through the Energy Savings Trust for sustainable transport work. Attempts were made to engage the Commonwealth games contractors with the Healthy Working Lives scheme, but these were unsuccessful. An SG funded programme 'Activity Works' did engage significant numbers of workplaces, was valued and increased physical activity amongst participants, however the cost of maintaining or expanding the scheme as seen as too high. CEL 01(2012) has a commitment for the NHS to increase active travel and physical activity for staff. This is reported annually and the latest report notes that although the last year has seen significant activity (perhaps related to the Commonwealth Games) further action is required. A network of champions is now in place to lead this agenda.

Food at work

The Healthy Living Award target for the NHS is due to be met in 2015. The award does not collect data in the same categories as the ORM milestones. Overall the target has not been met, but significant progress made.

Public sector exemplars

Making the public sector estate more accessible for physical activity has been taken forward through the Green Exercise Partnership, this has been taken up by all NHS mainland Boards and a report with case studies is available. Some responding Local authorities indicate that there is opening up of outdoor space and note a range of initiatives for staff such as active travel programmes. As above the NHS is also taking forward action on physical activity, active travel and catering.

Occupational health

Encouragement of partnerships between the NHS (public and occupational health) to form partnerships for weight management in the workplace has not been successful.

Summary of progress on workplace

Significant activity has taken place within the NHS as an employer, even though reports note that more remains to be done. Whilst this is important in raising awareness generally, the lack of prioritisation of issues relating to overweight and obesity in workplaces outside the NHS is disappointing and may relate to a general lack of awareness of the problem. The exception is that willingness to engage in physical activity programmes with walking, cycling or other activities is apparent, but may be limited by cost considerations.

Please find below collated responses from various national organisations on their ORM activity against the ORM indicators (2010); key responsible agencies; a summary of 2011 position; and an update as at 2014/15. A summary of local authority activity is also provided. The information has not been updated since early 2015.

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| Action Point 4.1 | Scottish Government Policy Lead and Lead Agency | Summary of Position | Update 2014-15 |
| <p>Working together to develop a clear vision of the role of the public sector in promoting the healthy working lives approach, given that the public sector in Scotland accounts for around 25% of the workforce.</p> <p><i>Milestones:</i> <i>Aim to have the principles of the public sector mandate included for publication by end of 2010.</i></p> | NHS Scotland LAs | <p>Health Works has been endorsed by the COSLA Health and Wellbeing Executive Group and was published as a joint policy document. Specific action in HW to develop a public sector mandate on health and work. Development of this will commence in early Summer 2010. Aim is to develop a position that will set out benefits to Public Sector of adopting a healthy working lives approach as an employer, as well as recognition of the role of the public sector as a service provider and purchaser of goods and services.</p> <p>Discussions are ongoing with the Occupational Health and Safety Strategy Forum on an OH strategy for the NHSScotland workforce.</p> <p>Discussions have been held with COSLA on opportunities to engage local government on the public sector mandate.</p> | The principles were endorsed by the Occupational Health and Safety Forum for NHSScotland and incorporated into the Occupational Health and Safety Strategic Framework for NHSScotland, Safe and Well at Work, which was published in March 2011. |
| Action Point 4.2 | Scottish Government Policy Lead and Lead Agency | Summary of Position | Update 2014-15 |
| <p>Continuing to invest in the Scottish Centre for Healthy Working Lives and ensuring that obesity prevention is embedded in its strategy.</p> <p><i>Milestones:</i> <i>Centre to undertake review of evidence and develop strategy to maximise reach to SMEs with messages on promoting PA in workplace, with clear links to the Active Nation programme, by March 2011.</i></p> | Scottish Centre for Healthy Working Lives [SCHWL] | <p>Scottish Centre for Healthy Working Lives has had its 3 year strategic plan signed off. Sets out the focus for its role - maintaining and developing the HWL Award scheme; improving its offering to SMEs; developing a clear marketing strategy to improve its reach. SCHWL continues to promote health eating and physical activity as part of the health promotion mix on offer to employers.</p> <p>Analysis of the marketing needs of the Centre completed with recommendations for implementation. Resources need to be identified to take forward. The Centre's Physical Activity programme is currently under review.</p> | Strategic Review of HWL completed and signed off in 2012. The focus is on SMEs and Health Inequality as opposed to topics, though healthy weight, nutrition and physical activity are embedded in all content with support being available to employers. Market research undertaken in 2010 and 2012 indicated that health improvement topics are not considered to be priorities for the majority of SMEs and as such are not topics to lead with when engaging SMEs. Some funding was provided to take forward specific work agreed with Scottish Government, including the Activity Works Programme which at its maximum reach was being offered in 18 Local Authority areas in Scotland with approximately 2000 participants and 400 workplaces engaging with the programme. An evaluation was undertaken which made a number of recommendations for improving service delivery and monitoring and evaluation. The report also demonstrated that Activity Works has been well received by employers and employees and has had success in increasing participants' levels of physical activity. Funding for the programme was terminated in 2011 due to cost issues related to scalability. |

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| Action Point 4.3 | Scottish Government Policy Lead and Lead Agency | Summary of Position | Update 2014-15 |
| <p>Continuing to invest in the Healthy Living Award by securing commitment from all public sector employers with catering outlets to register for and achieve the Healthy Living Award in the first instance and thereafter the Healthy Living Award plus.</p> <p><i>Milestones:</i> <i>Medium Term:</i> HLA+ take up in majority NHS sites by January 2012. 900 Award holders by March 2012. <i>Long Term:</i> 1,200 Award holders by March 2014.</p> | Public Sector Employers | <p>The Healthy Living award has already been achieved in 95% of NHS catering sites and around 48% of eligible local authority sites.</p> <p>The Healthy Living award plus has been adopted by around 20 sites. A campaign to market the new award will be conducted and reviewed in 2011.</p> | <p>There are a total of 734 award holders as at March 2015. Significant investment has taken place in implementing the HLA in NHS sites. Most boards are 100% compliant with the standard award and have a deadline for reaching the Plus award by end March 2015. The current monitoring system does not distinguish Las. Monthly progress is sent to the Minister for Public Health; QA visits are carried out across NHS sites. Measures largely relate to reach.</p> |
| Action Point 4.4 | Scottish Government Policy Lead and Lead Agency | Summary of Position 2011 | Update 2014-15 |
| <p>Encouraging all private sector employers with canteen/cafeteria facilities to participate in the Healthy Living Award.</p> <p><i>Milestones:</i> <i>Medium Term:</i> 900 Award holders by March 2012. <i>Long Term:</i> 1,200 Award holders by March 2014.</p> | Private Sector Employers | <p>Around 63% of HLA holders are in the private sector but the number of sites represents a tiny fraction of the total possible. Focus remains on the public sector in setting an example of best practice.</p> <p>The HLA team is aiming to develop the award in supermarket settings - an early success is M&S staff site and Waitrose.</p> <p>1 Waitrose staff site now won award. M&S in discussions to pilot sites - no date set.</p> | <p>The award has over had over 900 award holder over its lifetime, current holders =734 (the most in any one year to date).</p> <p>The highest number of awards is in workplaces (204) with 57 awards in further and higher education establishments.</p> <p>Measures largely relate to reach.</p> |

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| Action point 4.5 | Scottish Government Policy Lead and Lead Agency | Summary of Position | Update 2014-15 |
| <p>Following up CEL 14 (2008), Health Promoting Health Service - Action in Acute Care Settings, to ensure that NHS Boards continue to take action to implement specific health promoting actions in relation to alcohol, smoking, breastfeeding, food and health and healthy working lives. It is likely that the focus of HPHS will be extended to include additional topic areas.</p> <p><i>Milestones:</i> <i>Short Term:</i> <i>Work toward embedding refreshed HPHS activity within one of the national programmes supporting the Quality Strategy by early 2011.</i></p> <p><i>Medium to Long Term:</i> <i>Put in place a system to enable monitoring of HPHS activity in all NHS Board areas.</i></p> | NHS Board staff NHS acute care staff - both clinical and non-clinical | <p>Work to build on the impact of CEL 14 (2008) is underway. The programme of health promoting activities is currently being refreshed and extended with the intention of embedding HPHS activity within one of the National Programmes which will support the implementation of the Quality Strategy.</p> <p>There has been considerable effort made in all Board areas to implement the specified health promoting activities set out in CEL 14(2008). No formal monitoring of HPHS currently takes place. With the introduction of revised HPHS measures, we intend to have a process in place through which we can effectively monitor progress.</p> | <p>Scottish Government CEL 01 (2012) extended the settings targeted in CEL 14 (2008) to include community hospitals and introduced new actions around reproductive health and physical activity, including active travel. Boards are asked to provide an update of progress against actions annually and this has shown great improvements in a number of areas (actions on physical activity appear to have been particularly successful) in the past year. A Ministerial Group and Champions Group have been set up to provide greater leadership, and each NHS Board now has a Network Lead responsible for pushing this agenda forward within their own Board area. CEL 01 (2012) is due to be revised again in 2015 and will have more of a focus on tackling health inequalities. Work is also being done to better align HPHS with other policies and strategies.</p> <p>NHS Board annual submissions demonstrate progress in relation to specified annual submission requirements:</p> <p>Year1 Annual Report Topic Analysis: http://www.knowledge.scot.nhs.uk/home/portals-and-topics/health-improvement/hphs/evidence--delivery-briefings.aspx</p> |
| Action Point 4.6 | Scottish Government Policy Lead and Lead | Summary of Position | Update 2014-15 |
| <p>Encouraging NHS Boards to consider possible roles for public health and occupational health in supporting the establishment of partnerships involving local businesses, and in supporting the implementation of workplace programmes for the promotion of healthy weight management, taking account of any relevant national and local schemes.</p> <p><i>Milestones:</i> <i>Not yet underway.</i></p> | NHS | Not yet underway. | |

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| Action Point 4.7 | Scottish Government Policy Lead and Lead Agency | Summary of Position | Update 2014-15 |
| <p>Encouraging all public sector organisations to set an example to other landowners by using their estate to support greater activity by signposting walks and cycle routes.</p> <p><i>Milestones:</i> <i>NHS Active Nation delivery group set up. Milestones yet to be developed.</i></p> | NHS LAs Other public sector organisations | <p>Focus for Active Nation for 2010 is to work with stakeholders to raise awareness of ways in which they can assist with Active Nation goal of increasing physical activity. This will include working with public sector organisations. NHS Active Nation delivery group set up to consider and deliver this aim as part of Active Nation.</p> | <p>NHS HS Since 2010, the Green Exercise Partnership (GEP) has worked with NHSScotland (NHS) Boards to realise the health potential of the outdoor estate through better landscape design, improved access and signage. GEP aims to help every area Health Board to establish a demonstration site to stimulate further roll-out across the wider estate. The Green Exercise Partnership (GEP) was formed jointly by NHS Health Scotland (NHS HS), Scottish Natural Heritage (SNH), and Forestry Commission Scotland (FCS). Demonstration projects have been developed by retrofitting existing sites and influencing the design of new build facilities. Retrofitting - bringing underused land in existing NHS facilities into active use, where demand and space are identified to offer therapeutic greenspace, such as growing spaces, woodland walks, outdoor gyms and improved biodiversity. New facilities - promoting high quality HPHS greenspace right at the outset of design of new healthcare buildings. This method has the greatest potential to achieve high value, sustainable, integrated HPHS settings. Recent GEP/Board new projects /concepts include:</p> <ul style="list-style-type: none"> • All mainland Health Board are participating • Pre and post usage data and staff and patient interviews are carried out and case studies available at: http://scotland.forestry.gov.uk/supporting/strategy-policy-guidance/health-strategy/case-studies and Guidance design for health care settings: http://scotland.forestry.gov.uk/images/FCPG019.pdf <p>9 of the responding LAs indicated work on core paths, cycle routes and access strategies which include the use of council owned land.</p> |

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| Action Point 4.8 | Scottish Government Policy Lead and Lead Agency | Summary of Position | Update 2014-15 |
| <p>Supporting Paths for All to increase coverage of their workplace walking programme.</p> <p><i>Milestones:</i> <i>Agreement of Paths for All business plan.</i></p> <p><i>Development of suitable indicators for monitoring of progress towards delivery of Paths for All business plan.</i></p> | Paths for All SCHWL | <p>Paths for All are currently developing a proposal for the next funding period. They have been asked to include the workplace as a main setting for activity. Through Active Nation stakeholder engagement we will encourage public sector workplaces to engage with Paths for All.</p> | <p><u>Paths for All</u> Paths for All has a dedicated outcomes and activities relating to supporting workplace physical activity in our current business plan. Monitor via engagement with stakeholders.</p> <p>Reports have been received from all workplace receiving grants to support activity. All training delivered is evaluated and a report has been produced on the Step Count Challenge.</p> <p>Feedback from the Step Count Challenge records the impact on participants' behaviour and attitude to walking. The Organisation wide quarterly reporting framework records impacts against defined outcomes.</p> <p>http://www.stepcount.org.uk/the-story-so-far/</p> |

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| Action Point 4.9 | Scottish Government Policy Lead and Lead Agency | Summary of Position | Update 2014-15 |
| <p>Encouraging employers to support their workforce to adopt more active means of travelling to and from work as a contributory element to an individuals level of physical activity.</p> <p><i>Milestones;</i> <i>Private Sector loan scheme was announced on 7 September 2010.</i></p> <p><i>Further milestones are yet to be developed.</i></p> | Cycling Scotland Energy Saving Trust Private sector organisations | Free travel plan advice is still available from the Energy Saving Trust and in 2010/11 there will be a loan available to private sector employers for workplace cycle facilities. Cycling Scotland also runs the Cycle Friendly Employer Award which is promoted to both public and private sector organisations. | Scottish Government Cycling Scotland continues to offer Cycle Friendly Employer Award programme. New awards have been added for schools and Further Education Establishments. Energy Saving Trust continue to offer interest free loans for sustainable transport initiatives. |
| Action Point 4.10 | Scottish Government Policy Lead and Lead Agency | Summary of Position | Update 2014-15 |
| Encouraging businesses to support their employees to participate in Active Nation: A Games Legacy for Scotland. | Scottish Industry Sports organisations SCHWL | Focus for Active Nation for 2010 is to work with stakeholders to raise awareness of ways in which they can assist with Active Nation goal of increasing physical activity. | HWL SCHWL sought to work with Glasgow 2014, (the Commonwealth Games organisation) to build HWL/Physical Activity into procurement arrangements for games contractors though Glasgow 2014 was unsupportive of this proposal and would not share details of contractors with HWL. HWL was nevertheless active in Glasgow throughout the games period, supporting employers on all issues including physical activity. |

