



# Workplace Health Needs Assessment

**Healthy Workplaces Rutland**

26th Dec 2023



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## The Case For Action

The working landscape across the UK has changed greatly since before the COVID-19 pandemic. Compared to before the pandemic, more individuals now work from home (1), more individuals have an increased focus on their health (2), and employee wellbeing has become a greater priority for many organisations (3).

Despite these positive steps at both an individual and organisational level, there is still more that can be done to support employee wellbeing across Rutland. In order to start supporting the health and wellbeing of their employees, organisations need to understand why it is important for them as an organisation to do this. It comes down to 3 main reasons:

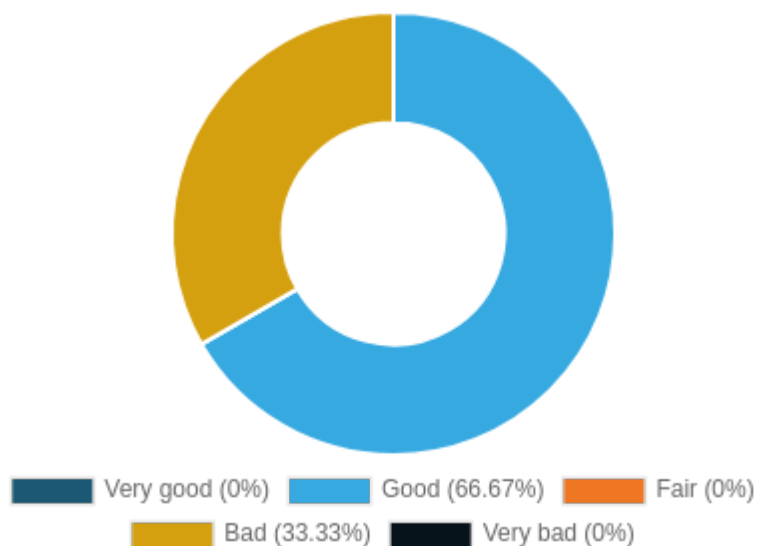
- Moral – it's the right thing to do. At a human level, we want everyone to be as healthy, and live as long a healthy life as possible.
- Legal – by law an employer is under a duty to ensure and protect the health, safety, and welfare of their workforce.
- Financial – a healthy workforce is a more productive workforce. A healthier workforce is more likely to have lower levels of sickness absence, presenteeism and staff turnover, and have higher levels of job satisfaction and productivity.

When you look at the financial cost of poor employee health, you can see the negative impacts that it has on organisations across the UK and East Midlands. In 2021, each employee took on average 5.5 days of sickness leave across the East Midlands (UK average = 4.6 days) (4). Sickness absence is not the only health-related issue that has a financial cost to businesses. Presenteeism (the act of attending work while sick) is estimated to cost UK businesses £15.1bn per year (5). By tackling sickness absence and presenteeism through improving employee health and wellbeing, organisations can benefit from retaining staff, reducing staff turnover costs, improved reputation and a more engaged and productive workforce.

The aim of the Healthy Workplaces Rutland programme is to help empower organisations across the county to support the health and wellbeing of their employees. The Workplace Health Needs Assessment (WHNA) is an evidenced based tool that helps organisations understand the health of their workforce, highlighting any gaps in provision and where changes are most needed to support the health of employees. The aim is that by doing the WHNA, organisations will be able to more efficiently target their time, effort and investment on the health areas that will make the greatest impact for their workforce.

You have 3 completed responses.

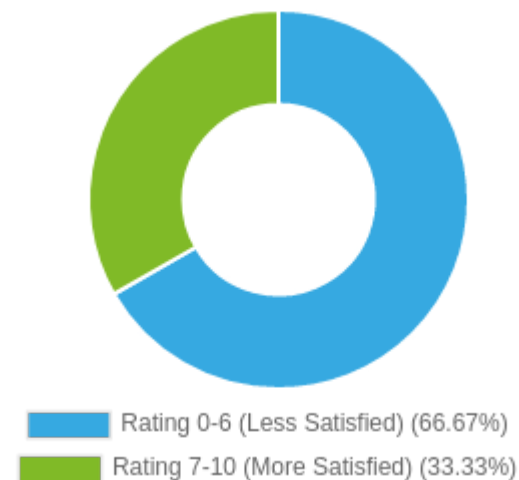
## Q1. How would you rate your health in general?



On average across England, 75% of individuals rated their health as 'very good or good' (2020)

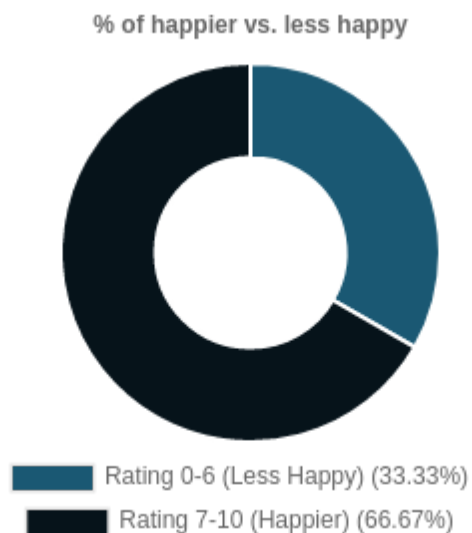
## Q2. Overall, how satisfied are you with your life in general?

% of more satisfied vs. less satisfied

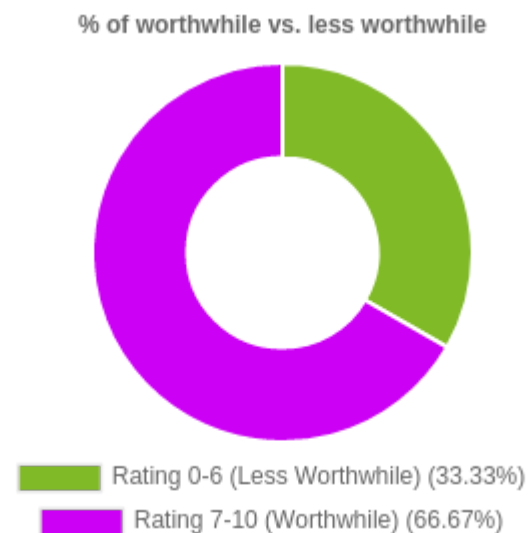


On average across Rutland, 84.32% of individuals said they were 'satisfied with their life in general' (2021 - 2022)

## Q3. Overall, how happy did you feel yesterday?



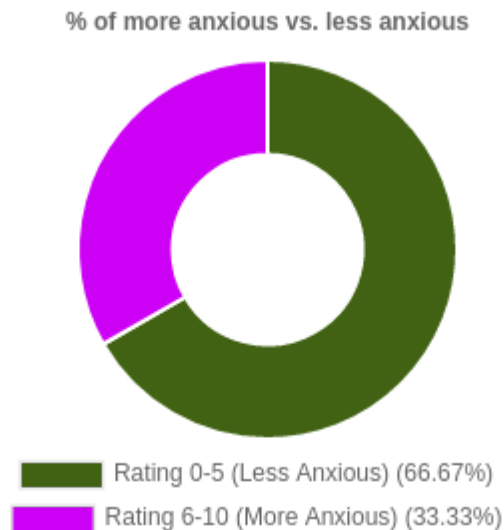
## Q4. Overall, to what extent do you feel the things you do in life are worthwhile?



On average across Rutland, 83% of individuals said they were 'happy yesterday' (2021 - 2022)

On average across Rutland, 90.96% of individuals said they 'felt that their life was worthwhile' (2021 - 2022)

## Q5. Overall, how anxious did you feel yesterday?



## Recommendations

1. Develop a Mental Health at Work policy and ensure it includes stress, anxiety and depression as these are the three most common mental health conditions.
2. Consider training some staff to become Mental Health First Aiders, which teaches skills for providing first aid and support to people experiencing mental health issues.
3. Think about signposting your staff to our online Self-Help Hub, which has a section specifically on mental wellbeing.
4. Think about how you can raise awareness of the importance of wellbeing to your staff. You could participate in national campaigns such as Mental Health Awareness Week or run a calendar of activities throughout the year that are designed to get people together and talking such as health walks and coffee mornings.
5. Contact [Maximus](#) for free mental health support for your employees.
6. Cross reference with the later workplace culture questions to explore any correlation with quality of the job or relationships at work.
7. If applicable, think about how you can promote your internal employee assistance programme to help prevent mental health issues arising.

On average across Rutland, 21.29% of individuals said they were 'anxious yesterday' (2021 - 2022)