



# Berkshire: A good place to work

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*Working  
together for  
health and  
wellbeing*

**Public  
Health  
for Berkshire**

# Today

- Berkshire a good place to work - 2019 Public Health Report
  - Do some work
  - Q&A
- 
- Collect questions on [www.Menti.com](https://www.Menti.com) – enter the code
  - Write them on the coloured sheets

# 2019 Director of Public Health Report



## The Win:Win for work and health

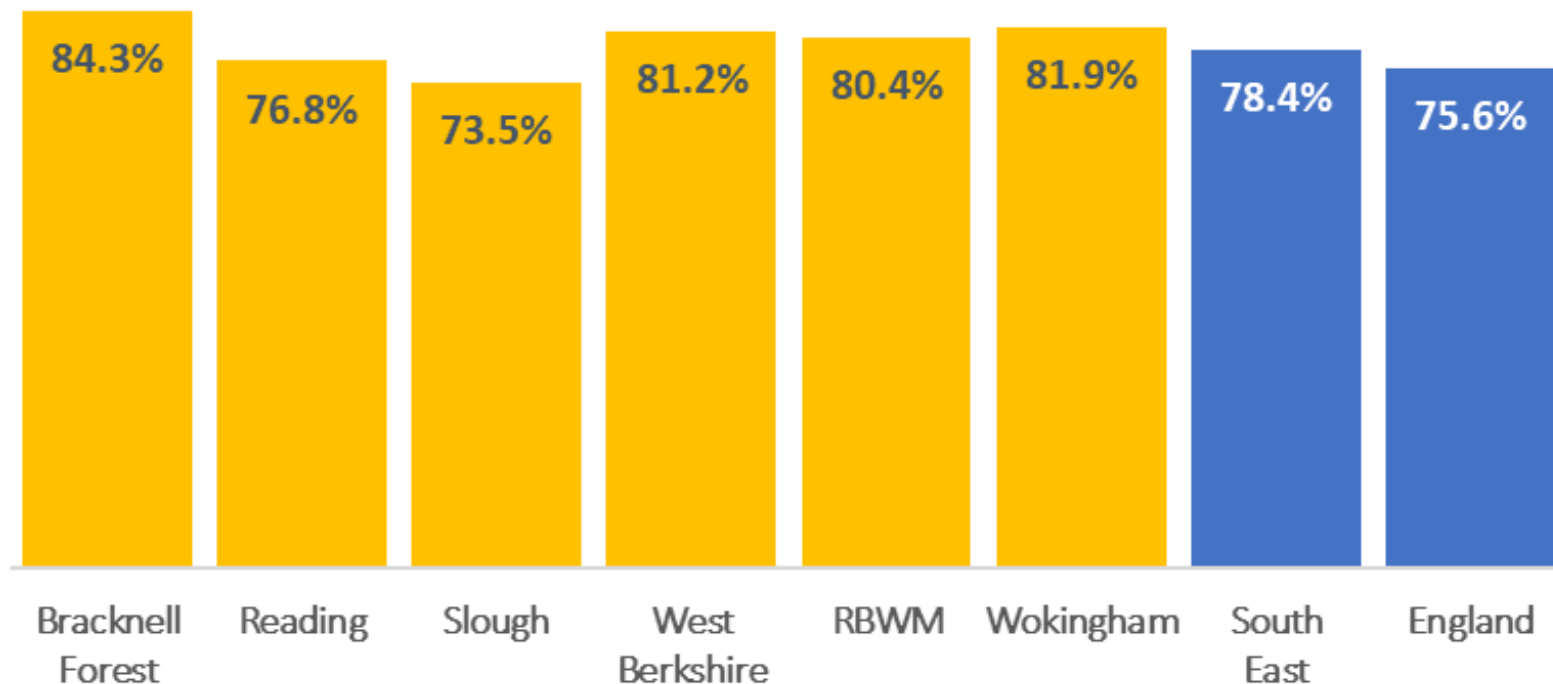
- Working in Berkshire
- Meeting the Challenge
- What can we do?
- Next steps



# The Win:Win



# Working in Berkshire



**2018/19 EMPLOYMENT RATES FOR PEOPLE AGED 16-64**

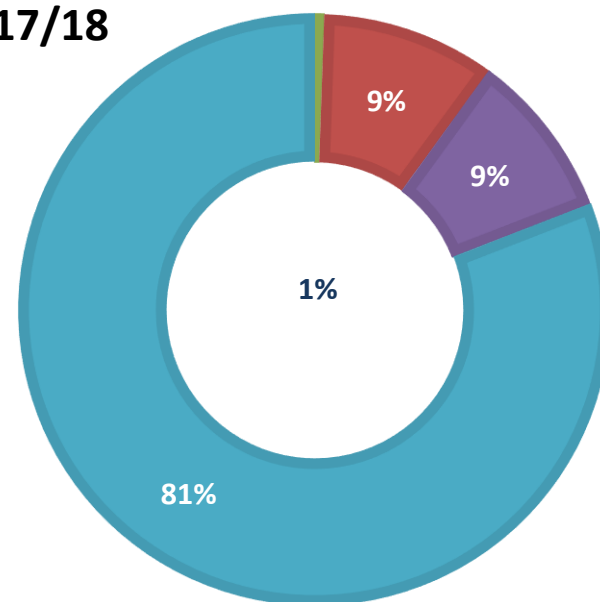
# Working in Berkshire

## TOP 5 BUSINESS SECTORS IN BERKSHIRE (2017/18)

1. Professional, scientific & technical
2. Information & communication
3. Construction
4. Wholesale & retail trade; repair of vehicles
5. Administrative & support service activities

## BUSINESS SIZE IN BERKSHIRE 2017/18

- Large (>250 employees)
- Mid-sized (10-249 employees)
- Small (5-9 employees)
- Micro (0-4 employees)



# Our Major Employers

Name	Number of employees (local estimate)
NHS	16,500
6 local authorities	9,300
Vodafone	5,000
AWE	4,500
University of Reading	3,500
Waitrose (HQ & distribution centre)	3,400
Microsoft	3,000
Telefonica O2	2,500
GSK	2,000
Merlin (Legoland)	2,000
Oracle	2,000
Royal Mail	2,000
SSE	2,000
Fujitsu	2,000

Thames Valley Berkshire LEP; [Business in Berkshire 2018](#)

# The kind of work we do here

Office for National Statistics: [Labour Market Profile – Thames Valley Berkshire](#)

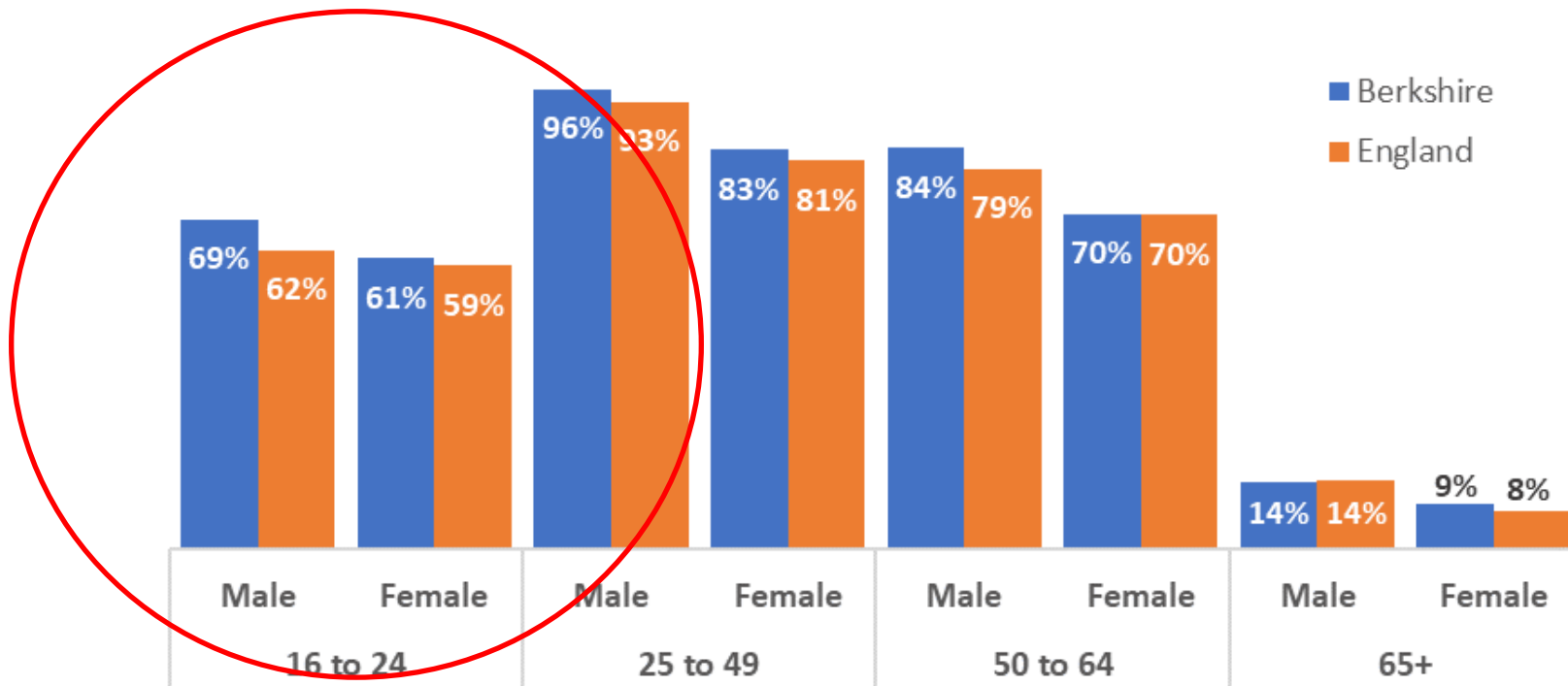
	Thames Valley Berkshire (numbers)	Thames Valley Berkshire (%)	South East (%)	Great Britain (%)
Soc 2010 major group 1-3	259,100	55%	51%	46%
1. Managers, directors and senior officials	56,400	12%	12%	11%
2. Professional occupations	116,700	25%	22%	21%
3. Associate professional and technical	86,100	18%	16%	15%
Soc 2010 major group 4-5	87,000	19%	20%	20%
4. Administrative and secretarial	48,700	10%	10%	10%
5. Skilled trades occupations	38,300	8%	10%	10%
Soc 2010 major group 6-7	65,500	14%	16%	17%
6. Caring, leisure and other service occupations	36,400	8%	9%	9%
7. Sales and customer service occupations	29,100	6%	7%	8%
Soc 2010 major group 8-9	58,600	13%	13%	17%
8. Process plant and machine operatives	21,100	5%	4%	6%
9. Elementary occupations	37,400	8%	9%	10%

Working together for health and wellbeing

Public Health for Berkshire

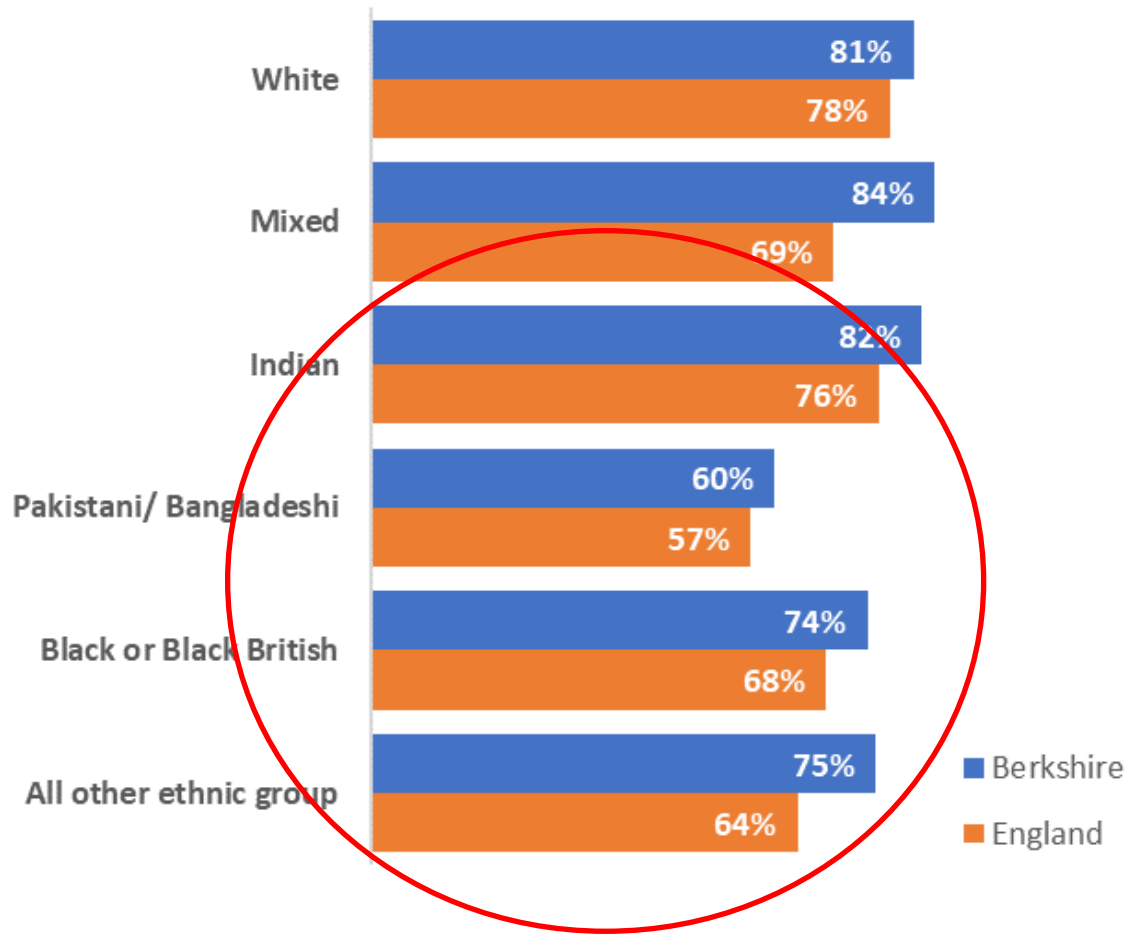


# Access to good work is easier for some



EMPLOYMENT RATES BY SEX AND AGE GROUP (2018/19)

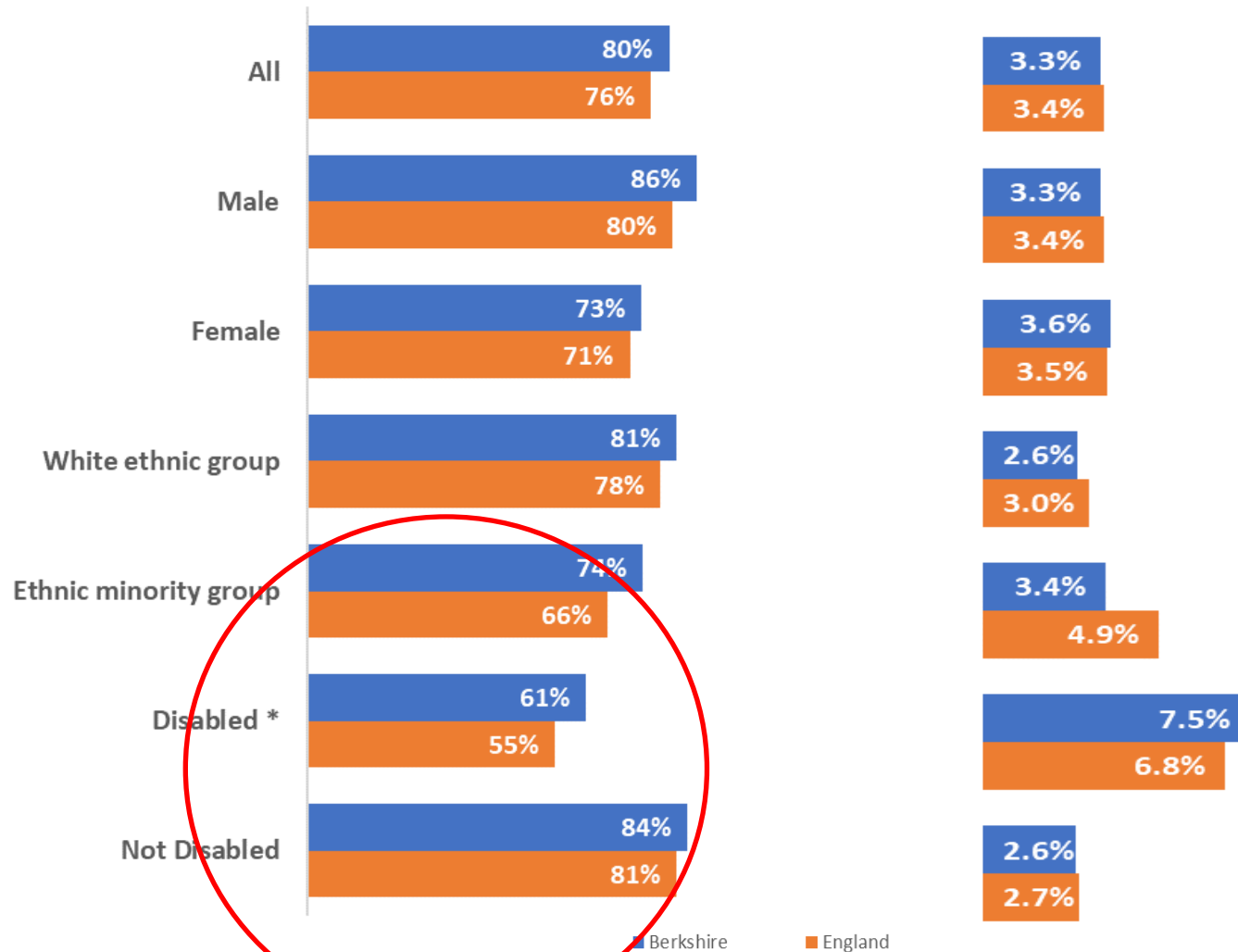
# Ethnicity



EMPLOYMENT RATES BY ETHNIC ORIGIN (2018/19)

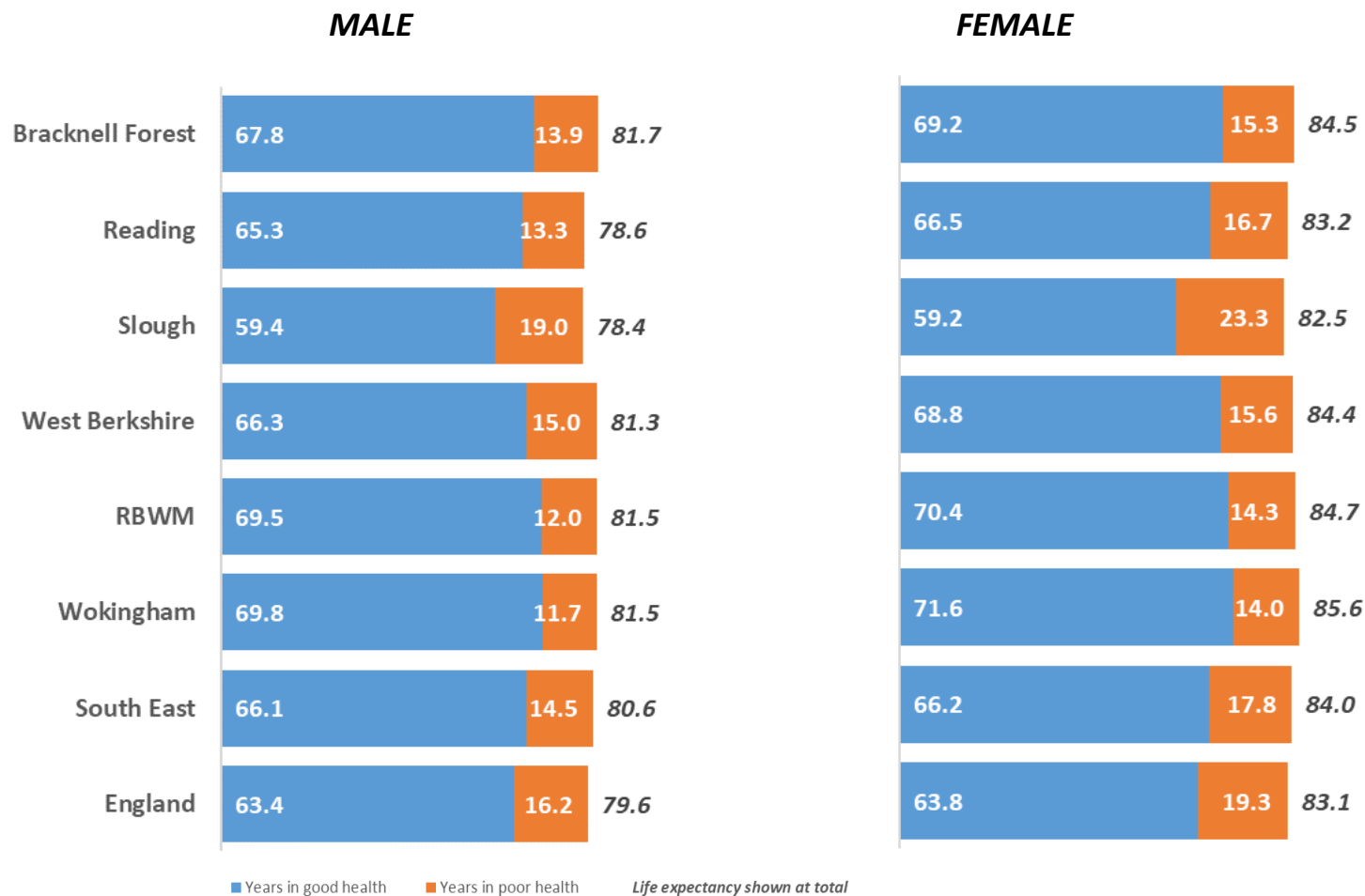
# Employment rates

## EMPLOYMENT AND UNEMPLOYMENT RATES IN BERKSHIRE AND ENGLAND FOR PEOPLE AGED 16-64 (2018/19)



# Meeting the Challenge

## YEARS IN GOOD AND POOR HEALTH (2015-17)

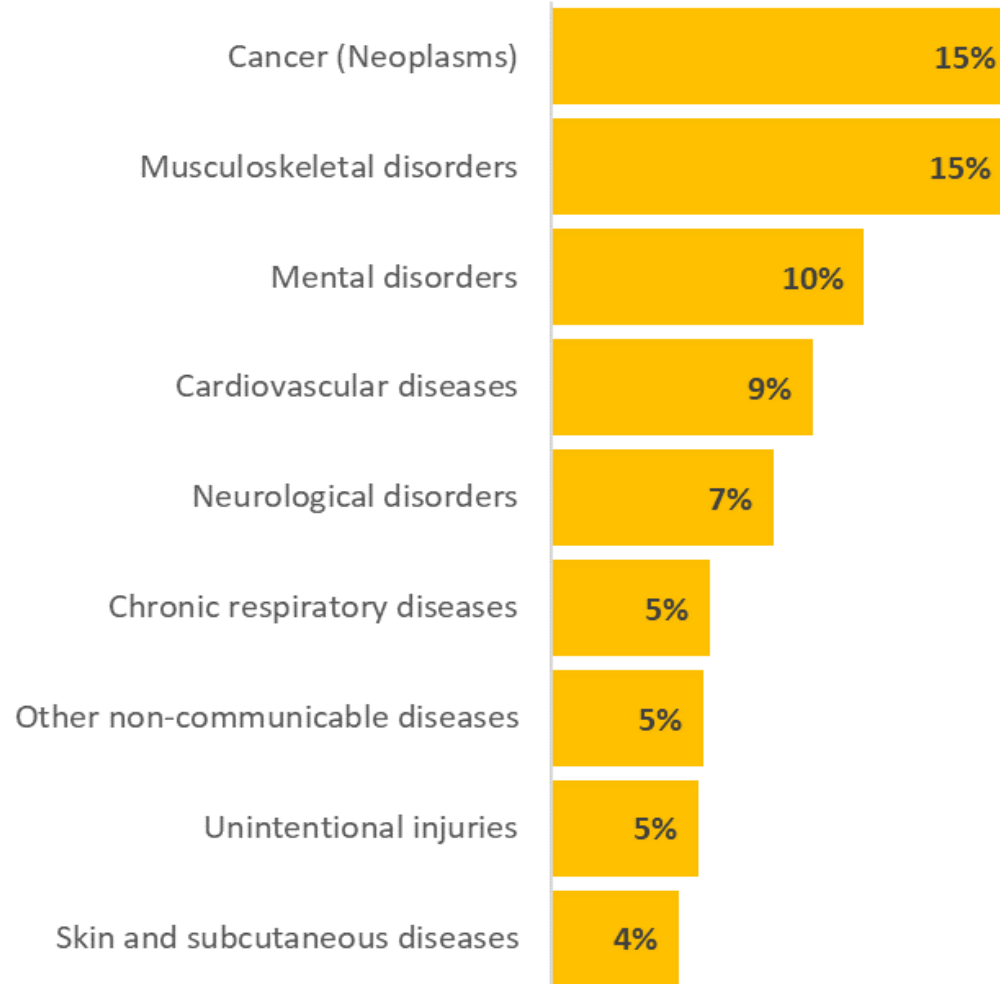


Public Health England; [Public Health Outcomes Framework](#)

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# Killers and disablers



*Institute of Health Metrics and Evaluation; [Global Burden of Disease Compare tool](#)*

**MAIN CAUSES OF DISABILITY-ADJUSTED LIFE YEARS  
(DALYS) IN BERKSHIRE FOR PEOPLE AGED UNDER 75 (2017)**




# Health and Work

## Health of the working age\* population

### General

**1 in 3** of the working age population in England report having at least one **long-term health condition** **over 11m people**



**1 in 7** of the working age population in England report having **more than one long-term condition**

**Over half** of people with a long term condition say their **health is a**

**BARRIER**

to the type or amount of work they can do, **rising to over 80% when someone has three or more conditions**

Public Health England; Health and Work: Health of the working age population

### Socio-economic factors

**Long-term conditions** and limiting long-term conditions are **more prevalent in older people**

15%



16 to 24

21%



25 to 44

42%



45 to 64

57%



65 to 74

69%



75 and over

Long-term conditions are associated with social class and type of occupation

People in the **poorest communities** have a **60 per cent higher** prevalence of long-term conditions than those in the **richest**.

£££

£

**+60%**



Employees from **unskilled occupations (52%)**

experience long-term conditions more than groups from



**professional occupations (33%)**

### Future

In the coming years the **workforce is projected to get older**

39

2016

43

2030

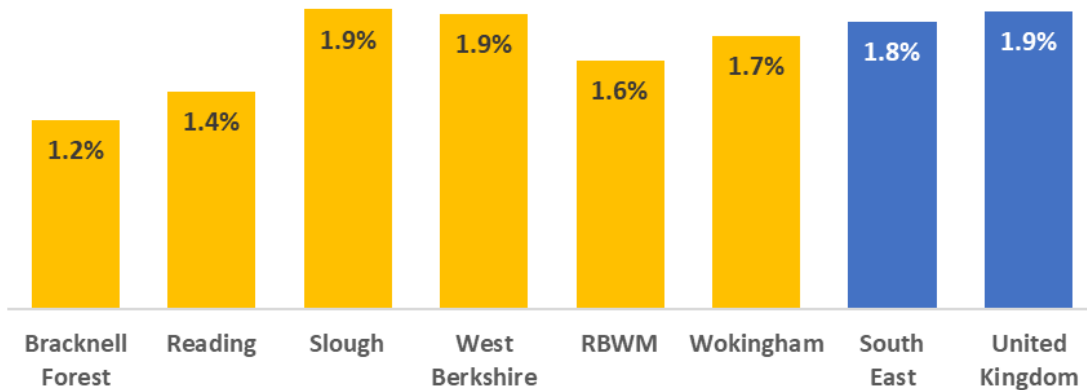
Average age

By 2030 **40%** of the working age population will have a **long term condition**



# Productivity

SICKNESS ABSENCE RATES ACROSS BERKSHIRE AND THE UNITED KINGDOM, 2017



Sickness  
absence is  
going up

- Presenteeism increased by **three times** since 2010
- Only **30%** of managers take initiatives to identify the underlying cause of presenteeism

# Why are people off sick?

## **Mental ill health – depression & anxiety**

- ☐ high workload pressure
- ☐ insufficient managerial support
- ☐ lack of clarity of role and responsibilities
- ☐ experience of violence, threat, bullying in the workplace
- ☐ lack of employee engagement when business undergoes organisational changes

## **Musculo-skeletal conditions**

- ☐ post injury or conditions like arthritis
- ☐ heavy lifting
- ☐ sitting for long periods
- ☐ repetitive movements
- ☐ unfit

([Health and Safety Executive](#), 2018).



# What can we do?

**There are some actions all employers can take to ensure the health and wellbeing of their workforce is looked after**



Ensure strategic level support to workplace health and **that this is communicated to staff**



Encourage healthy behaviours in the workplace, **including taking regular breaks, eating well and increasing physical activity**



Promote uptake of health risk reduction and promotion programmes, such as the NHS Health Check and NHS Stop Smoking Services



Provide fast access to **occupational health services and physiotherapy**



**Provide training for managers**, including how to speak to staff about physical and mental health issues



Consider reasonable adjustments such as **flexible working**



**Measure and monitor sickness absence levels** and use data to target action



Conduct an annual **Workplace Health Needs Assessment**

# Work is changing

**1 in 10 UK** in gig economy

**6,075** flexible working spaces in the UK, up **7%** in the last 6 months

In 2018, **12 million** millennials in the UK

[Trades Union Congress](#), 2019

[Instant Offices](#), 2019

[Office for National Statistics](#), 2019

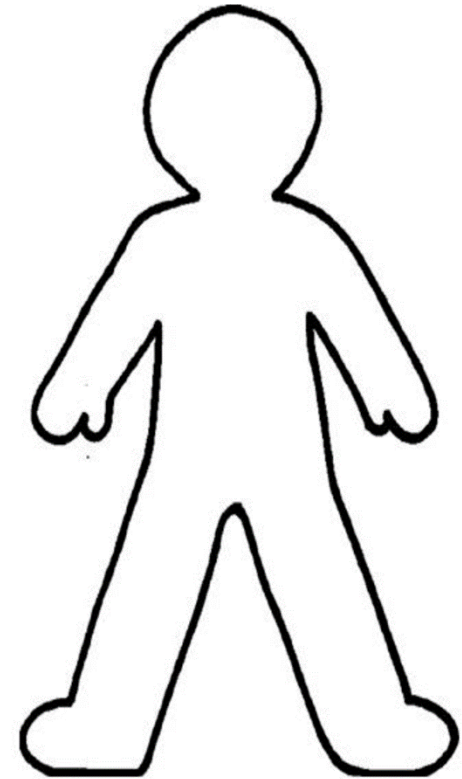
*“**Technology** offers ever more solutions for tasks and even the office or formal workplace is under threat, with people in unrelated jobs working in shared spaces or at home”*

*Employees are expected to continually develop and learn and the much quoted millennial population is looking for **more than a pay check** as a reward for work*

([Marr](#), 2019).

# Workplace Policy & Practice

*“Sound HR policies are the absolute bedrock of workplace health and wellbeing”*



1

# A workplace to support health



Physically active every day



Genuinely smoke free



Healthy food

# Some groups need special attention

- ✓ Shift Workers
- ✓ New mothers
- ✓ Part time workers
- ✓ People with disabilities
- ✓ Younger workers
- ✓ Older workers
- ✓ Carers
- ✓ Armed Forces community
- ✓ People with long term conditions

**1 in 2**

receive full base  
safety induction

Gig economy workers

**4 in 10**

work without paid  
holiday that they are  
entitled to

**1 in 3**

have access to  
support from  
occupational health

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# Harnessing anchor institutions

## What makes the NHS an anchor institution?

NHS organisations are rooted in their communities. Through its size and scale, the NHS can positively contribute to local areas in many ways beyond providing health care. The NHS can make a difference to local people by:



### **Purchasing more locally and for social benefit**

In England alone, the NHS spends £27bn every year on goods and services.



### **Using buildings and spaces to support communities**

The NHS occupies 8,253 sites across England on 6,500 hectares of land.



### **Working more closely with local partners**

The NHS can learn from others, spread good ideas and model civic responsibility.



### **Widening access to quality work**

The NHS is the UK's biggest employer, with 1.5 million staff.



### **Reducing its environmental impact**

The NHS is responsible for 40% of the public sector's carbon footprint.

As an anchor institution, the NHS influences the health and wellbeing of communities simply by being there. But by choosing to invest in and work with others locally and responsibly, the NHS can have an even greater impact on the wider factors that make us healthy.

# Today

- Workplace health is a win:win for population health and business
- We have a particular opportunity **here**
- There are good ideas and resources out there

# Next Steps



1. Start a better conversation in your organisation about improving health ***and listen***

2. Use the evidence on what works to make a plan and ***start somewhere***

3. Measure change and ***adapt your approach***

4. Share your learning with others and ***learn from them***