

## Principal Partnership

## Health and Wellbeing Exchange Forum



*The Work Foundation leads the debate on the value of work for an individual's social, economic and psychological wellbeing. Our leading edge thinking and research aims to improve the quality of organisational life by keeping health and wellbeing firmly on the agenda for both policy makers and employers. Great importance is placed on exploring how organisations can improve the health and wellbeing of their employees and drive improvements in productivity.*

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## **Health and Wellbeing at Work**

Unless addressed, the worsening health of the workforce will damage the long-term productivity of British companies large and small. By 2030, an ageing workforce and higher rates of chronic disease among employees will pose a serious threat to business success.

The Work Foundation has a long track record of working in the area of health and wellbeing at work. Our approach, through advocacy, research and consultancy, has allowed us to develop expertise in understanding how the importance of good and healthy work is vital to the success of organisations and to public value outcomes. We take a holistic view of health and wellbeing, and our projects focus on all aspects of employees' physical, psychological, social and financial health and wellbeing.

Addressing work-related underlying causes such as how work is organised, how jobs are designed, and how people are managed on the job can have a significant influence on the health and wellbeing of employees. Whilst employers' influence on the clinical, lifestyle and socio-economic determinants of employee health is limited, work-related factors are within the control of the employer.

## **Exchange Forum**

This exchange forum will give participants access to the latest thinking and research on health and wellbeing in the workplace. Participants will have access to a senior-level network of peers and each session will feature experts from The Work Foundation as well as guest speakers from the organisational and policy world. It is a platform on which to share and exchange experiences and questions around health and wellbeing strategies. There will also be the opportunity to understand how The Work Foundation's wider research activity might be applied to business issues relevant to health and wellbeing.



## Topics and Dates

### **Fit Business: Do workplace health initiatives work?**

**8<sup>th</sup> July 2010**

09:00 for 09:30 to 12:30

**Guest Speaker:** *Dr. John Cooper, Head of Corporate Occupational Health, Unilever*  
Organisations need to shift their focus from absence policies to health and wellbeing strategies. Unilever has recently undergone a series of pilots building on best practice in promoting the health of employees in the workplace. Hear some of the key findings from this case study, as well as insights from The Work Foundation into the benefits of implementing a health and wellbeing strategy.

### **Physical and Mental Health: A holistic approach to recovery and intervention**

**18<sup>th</sup> November 2010**

09:00 for 09:30 to 12:30

Speedy and successful recovery from ill-health is the result of intervention which most commonly treats the physical symptoms with an eye on the social and psychological factors that may facilitate or inhibit recovery. Drawing on the findings from our research projects looking at the link between physical and mental health in people with chronic conditions, we will discuss what good intervention looks like and how employers can make sure they provide it.

### **From Incapacity to Capacity: Fit note and its implications for businesses**

**15<sup>th</sup> February 2011**

09:00 for 09:30 to 12:30

Nearly a year after the sick note has been officially replaced by the fit note, we will discuss what it has meant to employers and employees, where the gaps are, and what more needs to be done to make sure that return to work actually aids a person's recovery.

### **Evaluation of Health and Wellbeing Strategies: Why does it matter?**

**10<sup>th</sup> May 2011**

09:00 for 09:30 to 12:30

Although evaluation of health and wellbeing strategies is critical to the success of strategies themselves, organisations very often forget to measure the impact of a strategy and when they do it, they do not use robust, reliable research. In this session, you will hear about the most common problems when evaluating health and wellbeing strategies, and will benefit from The Work Foundation expertise to find ways to overcome them.

### **Format**

- Each session will start with registration at 09:00, with a prompt start at 09:30 and finishing by 12:30 (a working lunch is included)
- Presentations from experts at The Work Foundation will open the session and be followed by case studies from guest speakers on the topic of the day
- Interactive discussions, group work, and exchanges in order to relate the information back to your own organisation
- Briefing papers, articles and research papers circulated to forum members before and after sessions, with the opportunity to continue conversations outside of this arena
- Chatham House Rule applies.

### **Attendees**

- A maximum of 15 participants per session to ensure sufficient time for discussion and questioning
- Aimed at those with strategic responsibility for health and wellbeing within their organisation, i.e. Director of Health, Safety and Wellbeing, Director of HR, Head of HR.

### **Cost**

- Exchange forums are an integral part of our principal partner offering to organisations, so there is no additional cost attached to this.

### **Contact**

- Please contact Louise Shevlane at The Work Foundation if you would like to participate in this exchange forum: [lshevlane@theworkfoundation.com](mailto:lshevlane@theworkfoundation.com) or 020 7976 3503.



## **Our contribution to the Health and Wellbeing at Work agenda:**

We continue to make a leading contribution to the health and wellbeing at work agenda in the UK and we are also making an impact at EU level:

- The Work Foundation recently launched a report into why employees come to work when ill, looking at the implications for performance and productivity: [Why Do Employees Come to Work When Ill? An investigation into sickness presence in the workplace](#)
- Our [Fit for Work UK](#) project was debated in the House of Lords and recently won an award for Best Healthcare Policy Campaign, 2009
- On the first date of its release our [Fit for Work Europe](#) research secured over 180 media hits across the globe and our advocacy is driving the set up of an EU musculoskeletal working group
- Our research on wellbeing was reflected in Dame Carol Black's *Working for a Healthier Tomorrow* and in Bupa's [Healthy Work: Challenges and Opportunities to 2030](#)
- Will Hutton, our executive vice-chair, was a member of the recent NHS Constitutional Advisory Panel and, along with our managing director, Stephen Bevan, jointly chaired the 'Opportunities in Employment' Task Group looking at the relationship between work and health which influenced the content of the Choosing Health White Paper
- The Work Foundation facilitated the initial work of the Ministerial Task Force on absence in the public sector and then conducted follow-up work to develop and test a series of absence management toolkits
- The Work Foundation recently led the team undertaking the research and analysis to support The Boorman Review
- Our work formed the basis of a speech by James Purnell on welfare to work and progression in work.

## The Work Foundation's Health and Wellbeing Experts:



### **Stephen Bevan, Managing Director**

Stephen Bevan joined The Work Foundation after a 19-year career at The Institute for Employment Studies (IES) at the University of Sussex. Stephen has carried out research and consultancy for the No.10 Policy Unit, the Prime Minister's Office for Public Services Reform (OPSR), HM Treasury, the Cabinet Office and the European Commission, as well as 'blue-chip' corporates and numerous research councils and charitable trusts. As Director of Research at The Work Foundation, Stephen developed a special interest in health and wellbeing, and he continues to expand the agenda on Employee Wellbeing both in his research, writing and his consulting. His writing – *Fit for Work* (2007) provoked discussion in the House of Lords about the importance of work for social, economic and physical wellbeing. Through consulting, Stephen works in strategic partnership with organisations, helping them think through the best wellbeing strategy for their purpose, and on methods for evaluating the impact of health and wellbeing interventions.



### **Katherine Ashby, Researcher**

Katherine works on a range of projects focusing on issues around the value of work for an individual's social, economic and psychological wellbeing. Katherine is the lead author of the report *Why Do Employees Come to Work When Ill? An investigation into sickness presence in the workplace* and is part of the project team exploring the links between chronic physical health conditions and mental health. A chartered psychologist, with training in economic psychology, Katherine comes from an academic background. She brings to The Work Foundation an enthusiasm for research on the boundaries between work and family life, with a particular interest in how personal debt impacts employees' wellbeing. Prior to joining The Work Foundation in December 2008, Katherine held a prestigious Economic and Social Research Council postdoctoral fellowship at SOAS, University of London. Katherine has acted as a sessional lecturer in Psychology at Birkbeck, University of London and she has published on socio-economics and economic psychology in the UK and abroad.





**Robin McGee, Researcher**

Robin has been with The Work Foundation since 2008. Prior to joining The Work Foundation, Robin investigated and reported on best health care management practices, such as implementation of new management systems and improving communication between physicians and nurses. In addition, she was engaged in research and teaching behavioural research methods at Emory University's Rollins School of Public Health, and she worked in the Mental Health Program of the Carter Center in Atlanta. Robin is shaping the Health and Wellbeing programme's mental health portfolio. She is co-leading a project exploring the relationships and co-morbidity between physical health and mental health conditions and their impact on the labour market. Since joining The Work Foundation, Robin has been a key player on the Fit for Work Europe project, a pan-European project looking at the social and economic impact of musculoskeletal disorders on the working age population. This research involved reviewing international literature and data, as well as conducting expert interviews. Robin has work on projects related to regeneration and community development. Robin has a BSc in Psychology and a Master of Public Health, Behavioural Science and Health Education.



**Tatiana Quadrello, Senior Researcher**

Tatiana joined The Work Foundation in 2008. Since joining, she has been greatly involved in leading a 25-country research project looking at the social and economic impact of musculoskeletal disorders on the working age population in Europe and beyond. Tatiana regularly represents The Work Foundation at external events and contributes to research and debate across Health and Wellbeing issues nationally and internationally. Before joining The Work Foundation, she worked in a research capacity with Community Innovation UK, Social Market Foundation, and UNICEF Italia, and as a Visiting Lecturer at the University of Westminster. Tatiana earned her degree in Developmental Psychology from the Università di Parma in Italy, and a PhD in Social Psychology from Goldsmiths College, University of London. At Goldsmiths, she led the international project team for research, funded by the European Commission, investigating the impact of new communication technologies on family relationships across UK, Italy, Finland, Estonia, and Spain. She is a Chartered Psychologist, and a member of the British Psychological Society.

## Publications

We have an extensive list of publications on workforce issues, future trends and health and wellbeing, a selection of which include:

- [\*Why Do Employees Come to Work When Ill? An investigation into sickness presence in the workplace\*](#), April 2010
- [\*The Business Case for Employees' Health and Wellbeing\*](#), February 2010
- [\*Is knowledge work better for us? Knowledge workers, good work and wellbeing\*](#), February 2010
- [\*Good Jobs\*](#), November 2009
- [\*Fit for Work? Musculoskeletal disorders in the Europe workforce\*](#), September 2009
- [\*Healthy Work: Challenges and Opportunities to 2030\*](#), April 2009
- [\*Changing Relationships at Work\*](#), January 2009
- [\*World-Class Public Services; Engaging Citizens and Staff\*](#), November 2008
- [\*Can 'Good Work' Keep Employees Healthy? Evidence from across the EU\*](#), June 2008
- [\*The Knowledge Economy: How Knowledge is Reshaping the Economic Life of Nations\*](#), March 2008
- [\*People and the Bottom Line\*](#), February 2008
- [\*Life After Longbridge: Three Years On\*](#), November 2008
- [\*Improving Health and Social Care Services\*](#), November 2007
- [\*Transforming Work\*](#), September 2007
- [\*Fit for Work? UK report\*](#), September 2007
- [\*Stress at Work\*](#), February 2007
- [\*Public Service Innovation\*](#), December 2007
- [\*Public Value and Health\*](#), January 2006
- [\*Life After MG Rover\*](#), 2006
- [\*Healthy work: productive workplaces - why the UK needs more 'good jobs'\*](#), Dec 2005

