



April 2023

## Welcome to the Healthy Working Wales E-bulletin

Our monthly e-bulletin provides regular updates from the Healthy Working Wales team, Covid-19 guidance, workplace health and wellbeing news as well as links to upcoming campaigns and events.

Feel free to share with colleagues and your networks.

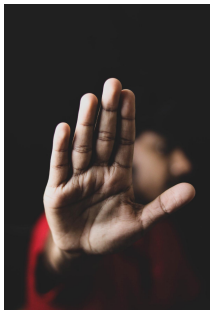
Click here to [sign up for monthly HWW e-bulletins and to view previous editions](#).



## Follow HWW on Instagram

Healthy Working Wales has been sharing a range of workplace health information, insights and achievements via our social media platforms ([Twitter](#), [Facebook](#), [LinkedIn](#)) for some time, and we are pleased to announce the launch of our new [Instagram](#) account.

Please follow us on [Instagram](#) to stay up to date with the latest workplace health topics in Wales.



## TUC Wales Sexual Harassment Toolkit

In March, a member of the HWW team attended the launch of the [TUC Wales Sexual Harassment Toolkit](#) at the Pierhead in Cardiff Bay. Designed in partnership with Welsh Women's Aid, it was created to help union reps stamp out the scourge of sexual harassment, but it is also useful in helping workplaces address the issue.

As we all have a role to play in tackling sexual harassment, it is essential to question behaviours that make women feel less safe in the workplace. We want employers to create an environment that allows workers to come forward and seek support, and to be believed and helped when they need it.

For additional information, please see the [TUC Wales website](#).

## HWW Enhanced Status Check



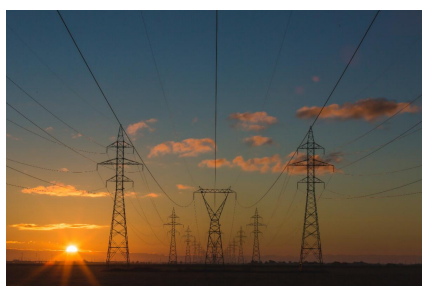
Congratulations to the Healthy Working Wales employers that have revalidated the [Enhanced Status Check](#) for a further 12 months.



## HWW Out and About

Healthy Working Wales recently attended the Healthcare People Management Association (HPMA) Cymru Conference at Swansea.com Stadium. The theme of this year's conference was "Developing and Celebrating Organisational Culture within Cymru," and it featured a variety of guest speakers, breakout sessions, along with an annual awards presentation.

We always enjoy meeting our stakeholders and will also be attending other upcoming events, including CIPD Wales' [West Wales Roadshow](#). Hope to see you there!



## Energy Advice for Welsh Businesses

With energy prices increasing, there is a spotlight on energy efficiency.

Business Wales, the North Wales and Mersey Dee Business Council, Ambition North Wales, in collaboration with the Welsh Government Energy Service, have summarised some ["low and no cost"](#)

[energy efficiency solutions](#) to help businesses and individuals reduce rising energy costs this year.

Additional information can also be found in our [HWW "Cost of Living Crisis" webpages](#).



## Did You Know?

The lack of good, quality sleep is costing UK businesses time and money. [Recent studies](#) have revealed chronically disrupted sleep increases the risk of work absence by **171%**. Sleep deprivation is also believed to cost the UK economy **£37 billion** in lost productivity.

[Sleep leadership](#) is the idea that leaders can take specific actions to promote better sleep among employees, which, in turn, improves employees' wellbeing habits and the overall health and happiness of an organisation.

Employers can also find more information on health and wellbeing in the workplace on the [Healthy Working Wales website](#).

## Key Dates for May 2023

[National Walking Month \(01 - 31 May\)](#)

Increasing walking to work positively impacts the health and wellbeing of employees by encouraging them to be more physically active.

It benefits all employees by reducing congestion and carbon emissions around the workplace, while the employer and local economy also benefit from raised productivity (for example, by reduced absence).

[Living Streets](#) has developed a range of approaches and helpful tips to better engage employees and support employers in embedding a culture of walking to the workplace.

### [Mental Health Awareness Week \(15 – 21 May\)](#)

The theme of this year's Mental Health Awareness Week is "anxiety." Many things can lead to feelings of anxiety, including starting a new job (or losing one) or money pressures associated with the recent cost of living crisis.

The Mental Health Foundation has produced [tips on how to cope with feelings of anxiety](#).

Employers can also find useful guidance on our [HWW "Mental Health and Wellbeing" webpages](#) and our ["Cost of Living Crisis" webpages](#).

### [World No Tobacco Day \(31 May\)](#)

This campaign encourages governments to end tobacco growing subsidies and support farmers to switch to more sustainable crops that improve food security and nutrition.

Smoking also has an impact on businesses. Current smokers are 33% more likely to miss work than non-smokers. Supporting an employee who wants to quit can save an organisation up to £4,000 a year due to shorter and less frequent breaks and less sickness absences.

Employers can raise awareness of these issues and promote stop smoking services ([Help Me Quit](#)) and the ["Switch, Quit and Save"](#) campaign, which highlights how much money smokers can save by quitting or switching to tobacco alternatives.

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## **Covid-19 Latest Guidance**

To [keep Wales safe](#) please remember the following:

- [Get both jabs and your booster](#)
- Outdoors is safer than indoors
- If you have symptoms, [stay at home and avoid contact with other people](#)
- Wear a mask in healthcare settings and crowded indoor places.

For additional information, see [Business Wales' directory of support, guidance and FAQs](#).