

**April 2024**

Welcome to the Healthy Working Wales (HWW) E-bulletin

Our monthly e-bulletin provides regular updates from the HWW team, workplace health and wellbeing news as well as links to upcoming campaigns and events. This month:

- Safeguard your Business During Stress Awareness Month
- Updated Guidance on Recruiting, Managing and Developing Disabled People
- HWW Out and About
- Key Dates for May 2024

Feel free to share it with your colleagues or networks, along with our [sign-up details and previous editions](#).



Safeguard Your Business During Stress Awareness Month

April is Stress Awareness Month. As part of the Working Minds campaign on tackling stress in the workplace, the Health and Safety Executive (HSE) are inviting employers and managers to complete the [5 steps of Working Minds over 5 weeks](#). HSE has developed a variety of resources to assist businesses in preventing

work-related stress. These include:

- [The employer duty to prevent work-related stress](#)
- [Support for small businesses](#)
- [Industry pressures](#)

Employers can also find additional information in the “Mental Health and Wellbeing” section of the [HWW website](#).



Updated Guidance on Recruiting, Managing and Developing Disabled People

The Department of Work and Pensions, in collaboration with the Chartered Institute of Personnel and Development, have updated their [website guidance](#) on “Recruiting, Managing and Developing Disabled People: A Practical Guide for

Managers” to encourage managers to take a “proactive and inclusive approach to employing disabled people and people with long-term health conditions.”

The new guidance highlights that there are around 9.5 million people of working age with a disability in the UK, yet only 5.1 million of these people are in work. This represents a huge pool of untapped talent for businesses.

The guidance also offers further advice for managers on topics such as career protection, sickness absence and detail about specific disabilities.

Additional information can also be found in the “Employees with Health Needs” pages of the [HWW website](#).



HWW Out and About

Healthy Working Wales recently attended the South Wales Safety Groups Alliance Conference and Exhibition, at Swansea.com Stadium. This year’s conference focused on “Protecting people and places: 50 years after the Health and Safety at Work Act.” The event featured a variety of guest speakers reflecting on the impact of the act and exploring what is likely to happen to occupational health and safety in the future.

Pictured is Rhian from our team.

We always enjoy meeting our stakeholders and will also be attending other upcoming events, including the [Working Well in Wales Conference](#) at Venue Cymru, Llandudno on 25 April.

Key Dates

[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.

Employers—you can demonstrate your commitment to your staff’s health and wellbeing by investing in walking activities that will make them feel valued and proud of their workplace. [Living Streets](#) have developed a number of resources, including Walking Works staff challenges, to help bring colleagues together, promote workplace wellbeing and inspire positive culture change.

Additional information can also be found on the “Being Active” pages of the [HWW website](#).

[Mental Health Awareness Week \(13 - 19 May\)](#)

The theme of this year’s Mental Health Awareness Week is “movement.” Movement is important for our mental health, yet many of us struggle to find the time to move enough. In aid of this, the Mental Health Foundation has produced a number of [resources and ideas to help get people moving](#).

Employers can also find useful guidance on the HWW [“Mental Health and Wellbeing”](#) and [“Being Active”](#) 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. Non-smokers are 33% less likely to miss work due to ill health than 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 such as [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.

Links to a range of health awareness campaigns can be accessed through the [HWW website](#).

[Healthy Working Wales](#)



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