

**August 2023**

## Welcome to the Healthy Working Wales E-bulletin

Our e-bulletin provides regular updates from the Healthy Working Wales (HWW) team, 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 HWW e-bulletins and to view previous editions](#).



## New HWW Employer Guidance on "Breastfeeding and the Workplace"

Healthy Working Wales has launched new website guidance for employers on ["Breastfeeding and the Workplace."](#)

Supporting breastfeeding employees can have number of benefits for businesses, including:

- Employee wellbeing
- Attracting and retaining talent
- Promoting an organisation's positive public image
- Cost savings

The new [webpages](#) explain these benefits in more detail and provide employers with advice on their legal obligations and good practice in this area (including a case study).

## Employer Views Sought in Occupational Health Consultations



The UK Government is seeking employer views in two recently published consultations on occupational health:

- [Occupational Health: Working Better](#) is seeking the views of employers, the healthcare sector, and local communities on ways to widen access to occupational health services.
- [Tax Incentives for Occupational Health](#) explores the case for providing additional tax relief to businesses when they invest in occupational health services.

The consultations will conclude on **12 October 2023**.



## New Wellbeing Support for Businesses in Wales

A new scheme to enable small and medium-sized enterprises (SMEs) to access health and wellbeing support has been launched by the Welsh Government. Ministers are providing £8 million to deliver the new In-Work Support Service across Wales over the next two years.

Employees will be able to access free therapeutic support. Services will also be available for people who are absent (or at risk of becoming absent from work) with mental or physical ill-health (including [Musculoskeletal conditions](#)), as well as third sector employers.

To find out more, please visit the [Welsh Government website](#).

## ACAS Case Study on Mediation and Early Resolution in the Workplace

ACAS have released new research focusing on support for managing conflict. Building on earlier analysis, this study considers the development of a more systemic approach to early conflict resolution.



The study showcases an acute NHS Trust which adopted a mediation scheme. This had a positive effect on the organisation, leading to less reliance on traditional processes such as formal procedures.

To see the key findings, which include the benefits of in-house workplace mediation, go to:

<https://www.acas.org.uk/early-resolution-in-east-lancs-hospitals-NHS-trust/html>



## Developing Workforce Skills to Create a Stronger, Fairer, Greener Wales

Welsh Government has made a commitment to publish a [workforce skills action plan](#) to support its [net zero plan](#) commitments.

The plan aims to deliver options that support businesses to make informed choices. Even small changes to business practices can help support their net zero commitments. Welsh Government wants to help business understand the benefits of investing in skills to help create a [stronger, fairer, greener Wales](#).

## Key Dates for September 2023

### [Know Your Numbers! Week](#) (04 – 10 September)

Know Your Numbers! Week takes place every September and is the UK's biggest blood pressure testing and awareness event.

Six million people in the UK have high blood pressure and do not know it. There are usually no symptoms; the first sign of it could be a heart attack or stroke.

As part of Know Your Numbers! Week, workplaces can encourage employees to get their blood pressure checked by promoting key messages. [Resource packs](#) are available from Blood Pressure UK (a not-for-profit organisation). Further information on healthy lifestyles is also available on our [HWW website](#).

### [World Suicide Prevention Day \(10 September\)](#)

World Suicide Prevention Day is organised by [the International Association for Suicide Prevention \(IASP\)](#). The World Health Organisation is co-sponsoring the day, which seeks to raise awareness around the globe that suicide can be prevented.

Workplace action that supports and encourages an open culture within the workforce enables people to have the confidence to not only talk but to take action and help prevent suicide. As an employer, you can help play a part in this by promoting mental health resources, improving mental health support and reducing the stigma of mental health through open and honest conversation.

Additional information on healthy lifestyles and mental health is also available on our [website](#).

Links to a range of health awareness campaigns can also be accessed through our [Healthy Working Wales website](#).

[Healthy Working Wales](#)



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