

**August 2024**

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

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

This month:

- New Workers Rights Acts for 2024
- HWW to attend the Federation of Small Businesses (FSB) Event in South Wales
- Labour's New Proposals on Employment Rights
- HWW Out and about
- Key dates for September 2024

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



New Workers Rights Acts for 2024

This year, several new acts are being introduced that aim to improve the lives of workers across the UK. These focus on carers' leave, employment relations (flexible working) and the workers protection.

Starting in April, the Carer's Leave Act allows employees with caregiving responsibilities to take up to one week of unpaid leave annually. The

Employment Relations (Flexible Working) Act, effective from day one of employment, offers more flexible working requests and quicker decisions. The upcoming Worker Protection Act will require employers to prevent sexual harassment, including during off-site work and work-related events.

For additional information on related topics, see [HWW fair work page](#).

fsb⁵⁰

HWW to Attend the Federation of Small Businesses (FSB) Event in South Wales

HWW have been invited to take part in the [FSB South Wales Small Business Conference](#) which takes place in Cardiff on

4th September.

The event will be the fourth annual FSB South Wales Small Business Conference and marks FSB's 50th anniversary. It will be hosted by TV journalist Sian Lloyd and will include a wide range of speakers who will cover a range of topics relevant to your business.

Mary-Ann McKibben, HWW Consultant Lead will be presenting on Health and Work: Why Take Action, which covers the benefits of wellbeing in the workplace. We also have a stand, hope to see you there!



Labour's New Proposals on Employment Rights

Following the King's Speech, the Labour government has introduced a comprehensive employment rights bill aimed at enhancing worker protections. Key proposals include stronger safeguards against unfair dismissal, a ban on exploitative practices like zero-hours contracts and the establishment of a Fair Work Agency to enforce these rights. The bill's goal is to "make Britain the best place to work," ensuring employees can enjoy dignity and respect in their jobs while leading fulfilling lives outside of work.

For more information please visit the full version of the [Employment Rights Green Paper](#).



HWW Out and About

Healthy Working Wales recently attended the Torfaen Business Voice meeting in Cwmbran. The event was arranged by Torfaen Council Borough Council and was attended by around 40 small and medium sized enterprises. The day focused on networking and gave businesses the opportunity to introduce themselves, their products and current offerings.

Pictured is HWW's Service Delivery Manager, Laura Jones, presenting to delegates on the day.

We always enjoy meeting our stakeholders, and look forward to attending more events in the coming months.

Key Dates

[Know Your Numbers! Week \(2-8 September\)](#)

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.

This year's theme is 'You Have the Power', because the power is in your hands to check your blood pressure to see if it's under control.

Please encourage your colleagues to take part in Know Your Numbers! Week, and get their blood pressure checked. You can [Register here](#) and receive resource materials via an email toolkit. You can also download the [Know Your Numbers! poster](#) to promote the event at work.

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

World Suicide Prevention Day is organised by the [International Association for Suicide Prevention \(IASP\)](#). The theme for 2024-2026 is "Changing the Narrative on Suicide", urging people to "Start the Conversation". The day will be highlighting the importance of reducing stigma whilst encouraging open conversations to prevent suicides.

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 awareness campaigns can be accessed through the [HWW website](#).

[Healthy Working Wales](#)



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