



February 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:

- **Job Opportunity with Healthy Working Wales**
- **HWW New Webpages**
- **Cost Effective Ways to Support Workers**
- **New Wellness in Work Report**
- **Active Soles in the Workplace**

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



Job Opportunity with Healthy Working Wales

Senior Workplace Health Adviser - Employer Capacity Building
Fixed term/secondment for 12 months

We have an exciting opportunity for an exceptional candidate to join our team as a Senior Workplace Health Adviser - Employer Capacity Building. This role will hold specific responsibility for development, implementation and quality assurance in relation to capacity building, including learning and development, to enable employers and their staff to gain knowledge and skills to deliver effective action to support employee health and wellbeing.

Closing date: 05 March 2024

For further information and to apply, click [here](#).

Please share with your colleagues or networks.

HWW New Webpages

This month we are pleased to launch two new webpages:

- [Neurodiversity](#), a subtopic of Equality, Diversity and Inclusion
- [Sleep](#), a subtopic of Good Health

These webpages provide insights into why neurodiversity and sleep are important topics for employers to be aware of, outlining their potential impacts and providing suggestions on how employers can effectively promote and support their employees in these areas.



Please also see the section 'Key Dates' for information on Neurodiversity Celebration Week (18-24 March) and World Sleep Day (15 March).



Cost Effective Ways to Support Workers

A new report has been released that focuses on the provision of workplace support. It is funded by the Welsh Government and includes contributions from HWW consultant Mary-Ann McKibben.

The report looks to better understand the economic impact of wellbeing within the workplace and covers support for employees in work and for those returning to work.

The key findings suggest that some interventions can help to lessen absenteeism as well as proving more economical for businesses. The interventions referred to include support for employees at risk of mental health disorders, interventions for healthy eating and physical activity, and influenza vaccine programmes.

The full report can be viewed [here](#).

Active Soles in the Workplace

People working in offices who spend most of their day sitting down are said to be at risk to a variety of health conditions, which include, obesity, type 2 diabetes, and cardiovascular disease.

During the summer of 2023, Cardiff and Vale University Health Board took part in the 'Active Soles' movement as a way of improving the health of their staff. Employees were allowed to wear more comfortable shoes, such as trainers, at work and were encouraged to spend less time sitting and more time moving. Activities such as walking meetings replaced sit down meetings where possible.



Since taking part in Active Soles, overwhelmingly positive feedback has been received, with reported improvements in the physical and mental health of employees. Also, it was noted that there was an overall boost to team morale and productivity.

Read the full story on Cardiff and Vale University Health Board involvement in Active Soles [here](#).

For more general information on Being Active click [here](#).

Key Dates

[No Smoking Day \(13 March\)](#)

Giving up smoking can be the single best thing for your health. Therefore, No Smoking Day 2024 is a good time to address the effects of smoking on employee's health. It also presents a great opportunity to encourage workers to quit.

For additional information and link to Help Me Quit (NHS stop smoking services in Wales), please visit the [Smoking and Tobacco](#) webpage on the HWW website.

[World Sleep Day \(15 March\)](#)

National Sleep Day is a global awareness day and aims to raise awareness about the importance of sleep. Employers play a significant role in promoting good sleep habits among their employees, as adequate sleep is crucial for overall health, wellbeing, and productivity.

Poor sleepers are more likely to have difficulties with concentration and memory, productivity, mood

disturbances, and an increased propensity for risk-taking behaviours. This awareness day is an opportunity for employers to inspire and empower employees to sleep better.

Find out more on the campaign [here](#) and for employer specific information on what actions employers can take, resources and further sources of information visit the [HWW website](#).

[Global Recycling Day \(18 March\)](#)

2024 marks the seventh global recycling day. This is a great chance to look forward in preparation for a new set of rules that will apply to businesses in Wales. From 6th April this year, a new law will require all businesses, charities, and public sector organisations in Wales to sort their waste for recycling. For more information please see the [Welsh Government Website](#).

Find out more about Global Recycling Day [here](#).

[Neurodiversity Celebration Week \(18-24 March\)](#)

Businesses are urged to get involved in this worldwide initiative that challenges stereotypes and misconceptions about neurological differences. The aim of the week is to change how neurodivergent individuals are perceived and supported. This is also a great opportunity to learn about the advantages and talents that neurodivergent individuals hold. This can be a particularly useful insight within the workplace.

Find out more on the campaign [here](#) and for employer specific information on what actions employers can take, resources and further sources of information visit the [HWW website](#).

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

[Healthy Working Wales](#)



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