

**September 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 and links to upcoming campaigns and events.

This month:

- New HWW Webpage on “Managing Sickness Absence”
- Welsh Government Launches New Guidance on Supporting Those Bereaved or Affected by Suicide
- HWW Out and About
- Key Dates for October 2024

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



New HWW Webpage on “Managing Sickness Absence”

Wales has the highest absence rate in the UK, with an estimated 11.6 million working days lost due to sickness or injury.

To help employers address this growing issue, HWW has launched a new webpage on “[Managing Sickness Absence](#).” This resource offers advice, guidance and signposting on reducing absenteeism, supporting employees’ return to work, and maintaining productivity. With tips on monitoring attendance and creating a supportive workplace, it’s an informative resource for employers across Wales.

Further information can be found on the [HWW website](#).

Welsh Government Launches New Guidance on Supporting Those Bereaved or Affected by Suicide

Welsh Government has published [new guidance](#) that aims to provide compassionate support for those bereaved or impacted by suicide. This includes assistance within the workplace.



A new [National Advisory and Liaison Service](#) has also recently been launched, offering free and confidential support to individuals and families across Wales. This service is accessible via phone, in person, or by video call.



HWW Out and About

HWW recently attended the Federation of Small Businesses South Wales Conference in Cardiff. The event brought together small business owners and industry experts, focusing on growth and wellbeing to help businesses thrive.

Pictured is HWW Consultant Lead Mary-Ann McKibben presenting to delegates on the day.

We always enjoy meeting our stakeholders and will be attending more events in the coming months, including [The Welsh Business Show](#) in Swansea on 08 October.

Key Dates

[Breast Cancer Awareness Month \(October\)](#)

This year's focus is on raising awareness around secondary breast cancer.

Early detection saves lives and employers can play a key role by promoting awareness and encouraging regular screenings, which can improve survival rates, especially for secondary breast cancer. Creating a supportive workplace environment builds empathy and support for employees and families affected by this disease.

Additional [health and wellbeing](#) information can be found on the HWW website.

[International Day of Older People \(01 October\)](#)

This day celebrates the integral role of older people in our communities, including the workplace.

Employers in Wales can recognise the expertise and insight older workers bring, creating opportunities for mentorship and age inclusivity. It is an ideal opportunity to address age discrimination, highlight diverse workplace policies, and align with initiatives around equality. Additionally, offering resources on health, wellness, and retirement planning can benefit employees of all ages.

Employers can also share International Day of Older People [messages/resources](#) over social media.

[World Mental Health Day \(10 October\)](#)

This year's theme is "workplace mental health," highlighting the importance of addressing mental health and wellbeing at work for the benefit of people, organisations and communities. 15% of UK employees are estimated to have an existing mental health condition, and it was the fifth most common reason for sickness absence in 2022.

Employers can get involved by holding a [Tea & Talk](#) and [sharing posters and social media graphics](#).

Additional information on workplace mental health and wellbeing can be found on the [HWW website](#).

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

[Healthy Working Wales](#)



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