

The Healthy Workplace Code

1 Adopt a smoke-free policy:

offeringsmokingcessationsupporttostaff

offeringsmokingcessationsupportforclients/patients

2 Ensure healthy eating options are the primary choice provided:

forstaffcanteensandvendingmachines

forclients/patientsandvisitors

3 Promote active travelling to and at the workplace:

adopttravelplansthatpromoteactivetransport

encourageandprovideopportunitiesforstafftobephysically active

4 Develop a substance misuse policy:

providebriefinterventionsorreferforsupport

ensurenoalcoholordrugsareallowedintheworkplace

5 Promote mental well-being:

implementtheHealthandSafetyExecutivestandardstoreducestress
appropriateworkdemand;promotecontrolofwork;providesupportive
management;buildpositiverelationships;ensureclearroles;managechange
improveaccesstopychologicaltherapiesforthosewithstress,anxietyor
depression

6 Adopt a management and work culture style that increases effectiveness at
work and reduces stress:

giveleadershipregardingdirectionandpurpose

providevarietyandopportunitiesforpersonaldevelopment

addressbullyingandharassment,supportpoorworkandpraisegoodwork

promoteequalityanddiversityforolderworkers,women,BIackand
Minority Ethnic groups, disabled workers, and lesbian, gay, bisexual,
and transgender staff

ensureflexibleworkhoursandchildcare

7 Reduce injuries and promote safety:

implementliftingandhandlingpoliciesandactiverehabilitationformuscular
strains

implementzerotolerancetoviolenceagainststaff

ensureabullying,harassmentanddomesticabusepolicy

8 Widen the remit of occupational health and human resources to:

activelypromotewell-beingofitsworkforce

toassessandinterveneearlyinsicknessabsence

toprovidesupportonreturningtoworkfollowingsickness.

Employment &
Health Objectives

EMP1: Improve health
in the workplace

EMP2: Improve
mental well-being in
the workplace

EMP3: Increase
employment levels
among socially
excluded populations