



Supporting occupational health
and wellbeing professionals



Advancing Occupational Health & Wellbeing

Occupational Health Awareness Week

Sunday June 19th – Friday June 24th 2022

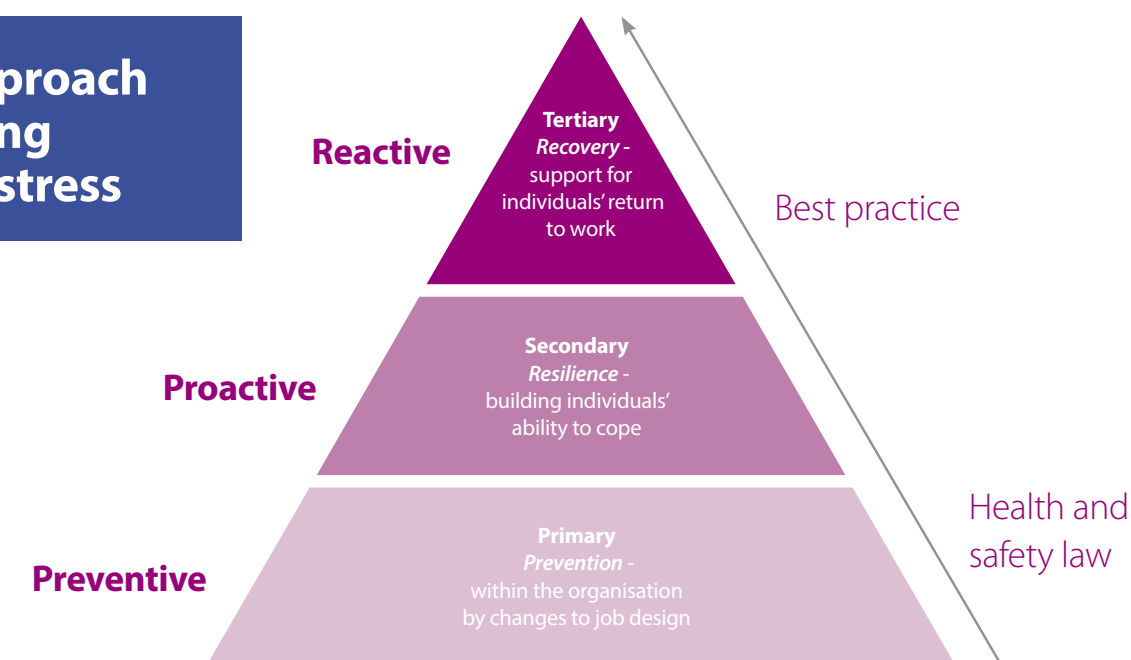
#OHAW22 #OccupationalHealthAwareness



OCCUPATIONAL HEALTH: A VIRTUOUS CHAIN OF CONSEQUENCE

Source: [Occupational health: the value proposition \(som.org.uk\)](https://www.som.org.uk)

A three-tier approach to managing work-related stress



AGE POSITIVE WORKPLACES



1. Be flexible about
flexible working



2. Hire
age-positively



3. Ensure everyone
has the health
support they need



4. Encourage
career development
at all ages



5. Create an
age-positive culture

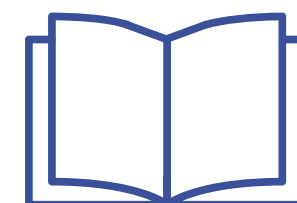
Source: [Becoming an age-friendly employer \(ageing-better.org.uk\)](https://www.ageing-better.org.uk)

The Race at Work Charter: Five Calls to Action

5

1. Appoint an Executive Sponsor for race
2. Capture ethnicity data and publicise progress
3. Commit at board level to zero tolerance of harassment and bullying
4. Make clear that supporting equality in the workplace is the responsibility of all leaders and managers
5. Take action that supports ethnic minority career progression

Many organisations have signed up to this charter.
More information can be found [here](#)



SOME USEFUL DEFINITIONS

SURVIVOR SYNDROME describes the emotional, psychological, and organisational impacts experienced by those who remain employed after a redundancy programme. The wellbeing of survivors is often overlooked, but they commonly experience an initial feeling of relief, rapidly replaced by a range of negative reactions

PSYCHOLOGICAL SAFETY is where people feel they can speak up and share concerns, questions or ideas freely without being criticised, or made to feel 'wrong' for doing so. People feel psychologically safe in working environments that are open, respectful, kind, fair and consistent, with major benefits for learning, engagement and performance

PRESENTEEISM is where people continue to work while unwell and not functioning to their full capacity. Although sickness absenteeism is falling among UK workers, presenteeism is increasing. It is particularly common among health and social care professionals, with surveys reporting around six out of ten staff had recently worked whilst sick

Sources: [Sickness presenteeism at work: prevalence, costs and management | BMJ](#)
[Survivor Syndrome: Key Considerations and Practical Steps | IES, 2004](#)
[Behaviours that support health, wellbeing and engagement | CIPD](#)
[Managing the challenge of workforce presenteeism in the COVID-19 crisis | CIPD](#)