

Dr Les Smith

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The Wellbeing Model

How do you see Occupational Health?



Health and Wellbeing UK



- Established in April 2006

Mission

“To support the UK Governments HWWB Strategy to educate promote and enhance Health and Wellbeing using only a quality controlled ethical and evidence based approach”

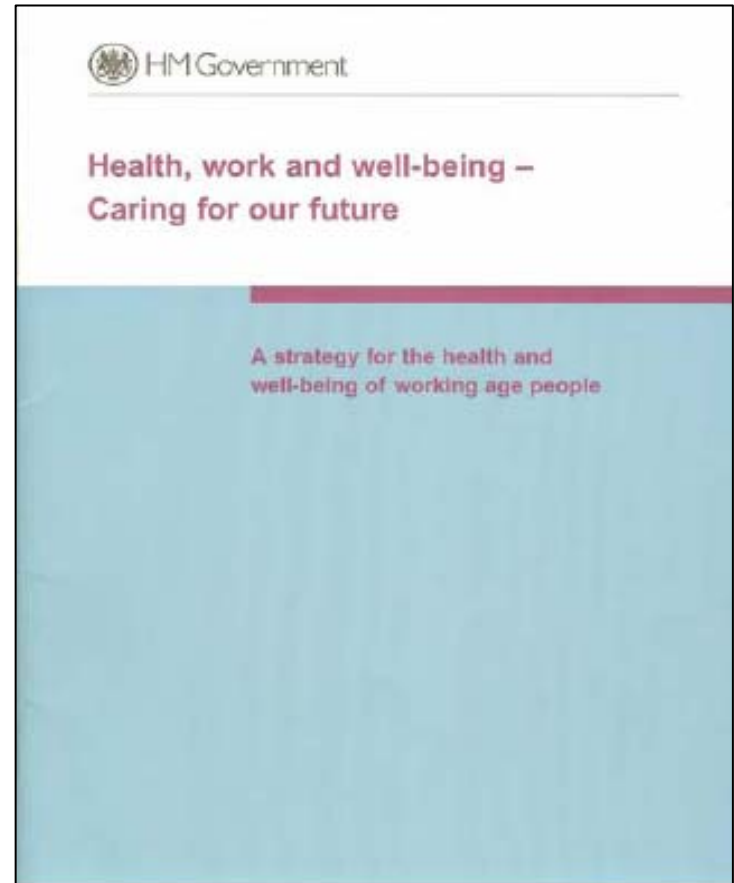
- Supported by “Guru” partners in wellbeing
- Gurus - Individual or organisations

Health Work and Wellbeing Strategy



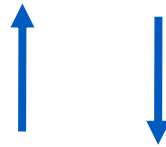
Dame Carol Black

National Director of
Occupational Health



What is Occupational Health?

Effects of Work on Health



Effects of Health on Work

Safeguarding and enhancing employee health

21st Century Occupational Health

“Managed Employee Wellbeing”

& ultimately

Organisational Health Management

New Definition Of Occupational Health

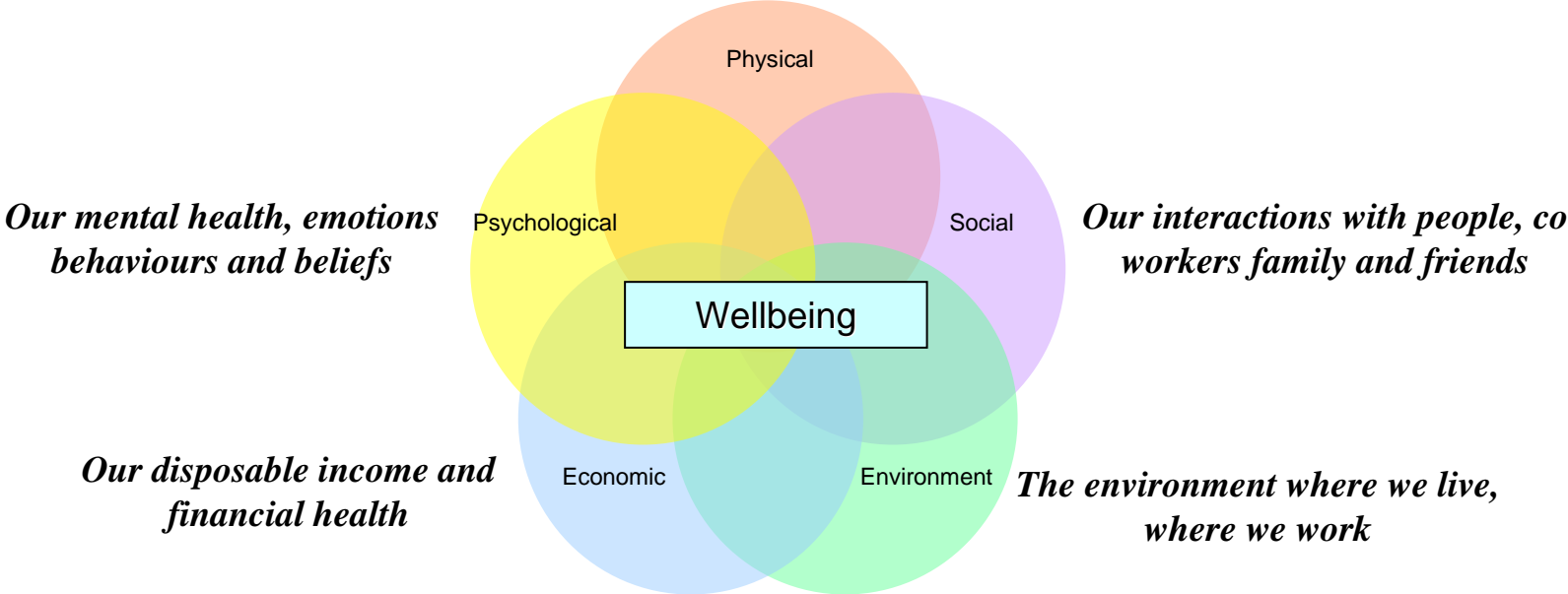
“A complete state of physical mental and social **wellbeing at work – not merely the absence of disease and disability, that is influenced by factors within and outside the workplace”**

(Adaptation of WHO 1996 definition of health)

What is Wellbeing?



The physiology of our body systems and risk of disease, especially cancer, heart disease and diabetes



The Interactive Model

Each part of the **Wellbeing Model** influences and is influenced by the other four parts which affects our lives.

** Each part needs to be in balance **

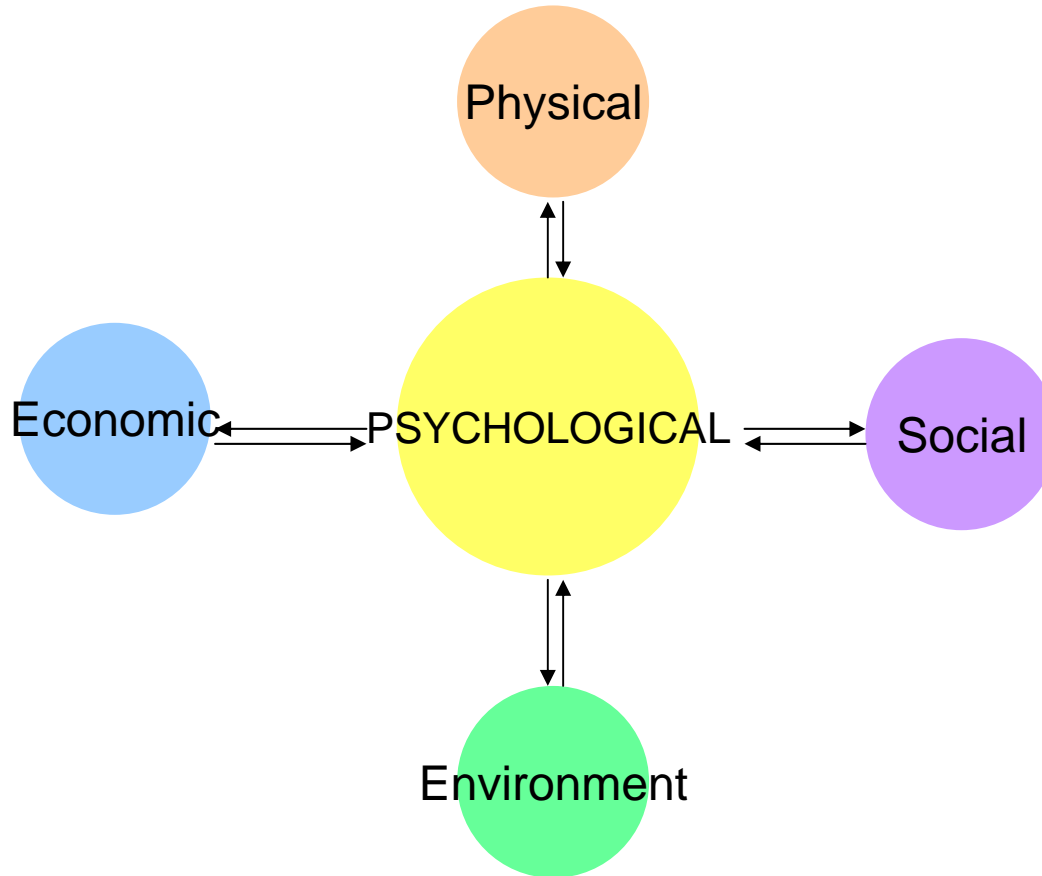
The Wellbeing Model



For example

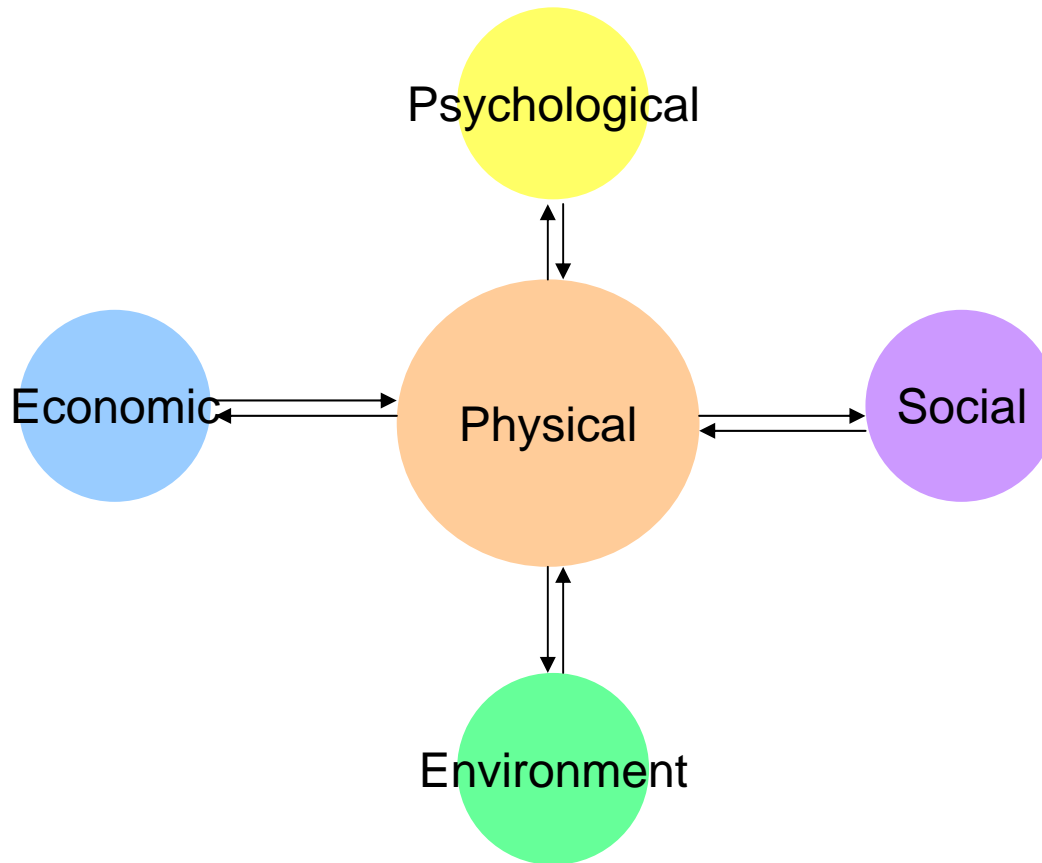
Psychological Wellbeing

Affects all other aspects of wellbeing



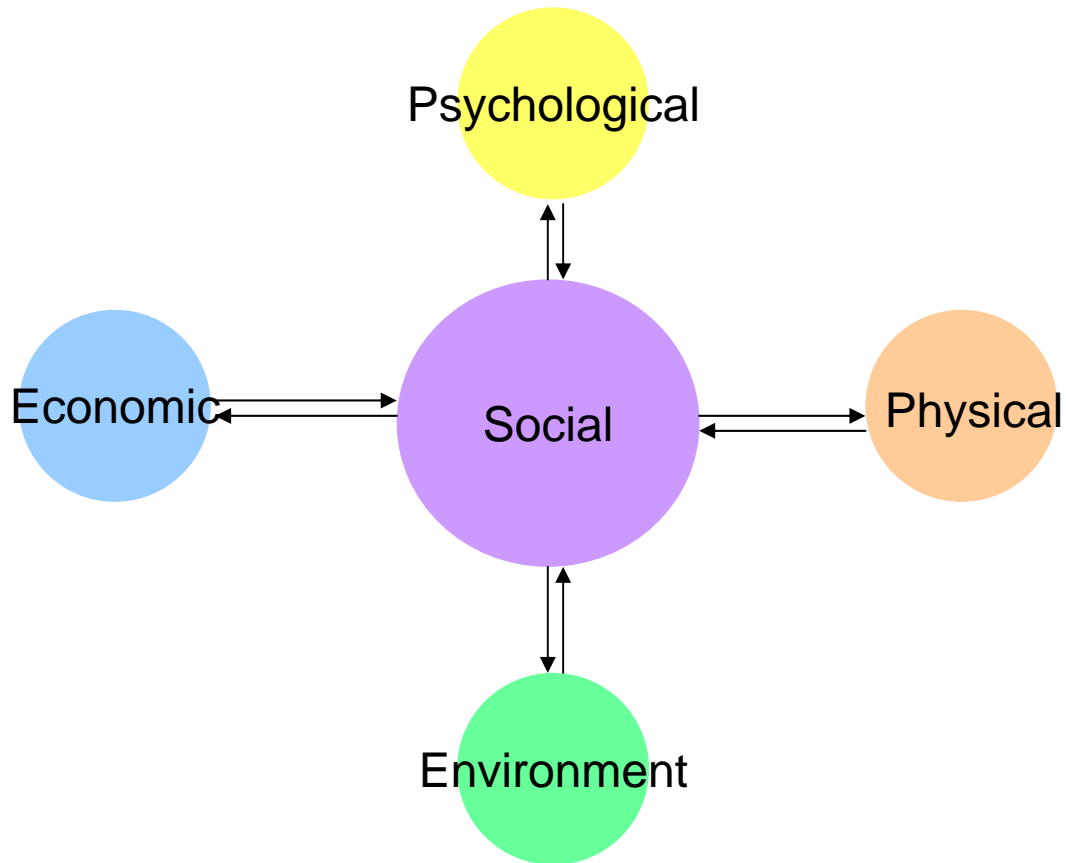
Physical Wellbeing

Affects all aspects of wellbeing



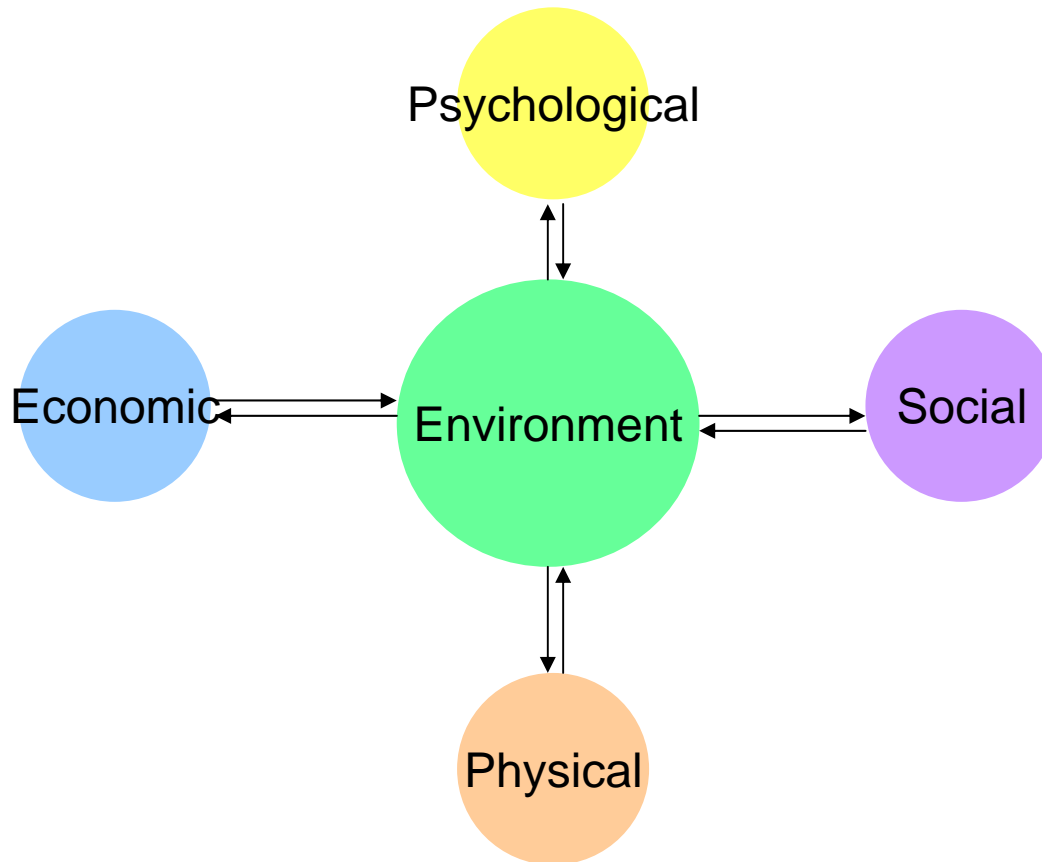
Social Wellbeing

Affects all aspects of wellbeing



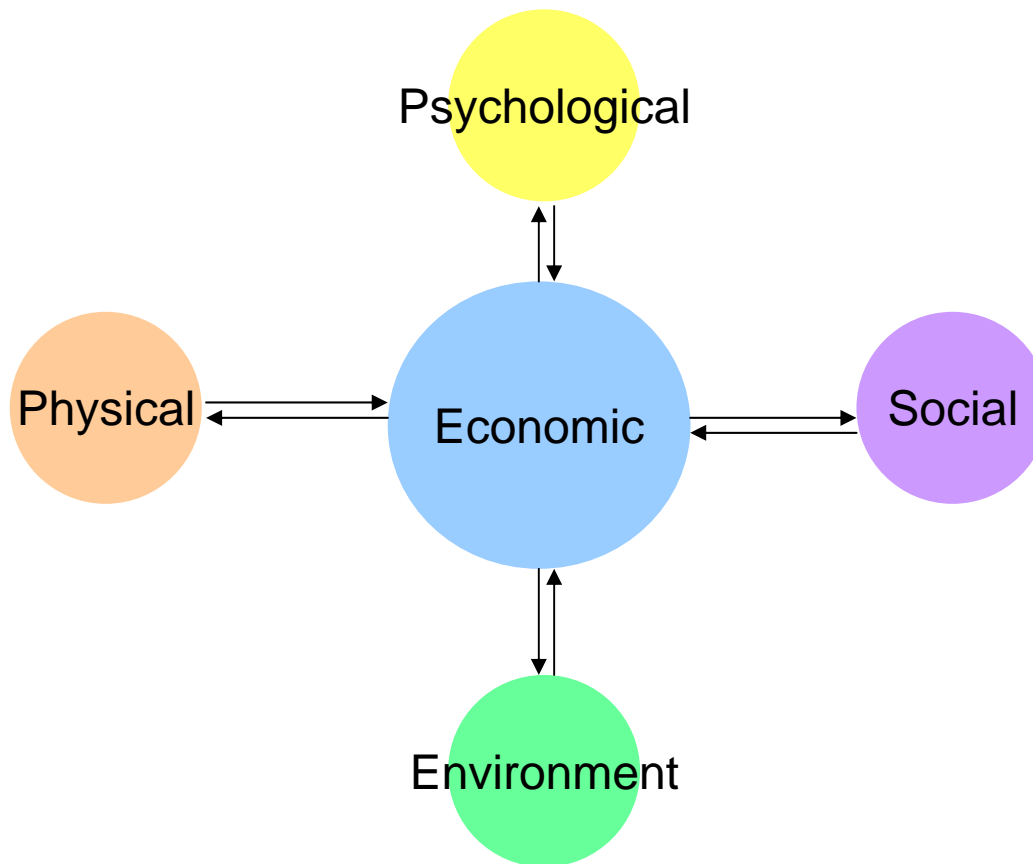
Environment Wellbeing

Affects all aspects of wellbeing



Economic Wellbeing

Affects all aspects of wellbeing



Wellbeing & Occupational Health



WORK ON HEALTH ↔ HEALTH ON WORK

- Physical
- Psychological
- Social
- Environment
- Economic

“Workstyle Health”

Stress

Bullying, conflict

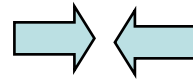
Workplace

Salary, Benefits

- Lifestyle Health
- Depression/anxiety
- Family issues
- Housing problems
- Disposable income

Combine the models

Work on Health



Health on Work

Physical

“Work-style” illnesses

Sedentary work

Unhealthy diet

Sleep problems

Upper Limb Disorder Backpain

Poor ergonomics

Dangerous chemicals

Noise

Work accidents

Work Environment

Physical

“Lifestyle” illness/injuries

Metabolic Syndrome

Diabetes

Heart disease

Cancer

Smoking

Alcohol /Drugs

Sports injuries

Chronic conditions

Migraine

Irritable Bowel Syndrome

Osteoporosis

Asthma

Work on Health → ← *Health on Work*

Psychological

Psychological

Pressure/stress

Pressure/stress

Trauma :

Depression/Anxiety

Physical/verbal assault

Horrific events

Fatigue

PTSD

Bullying

Low self esteem

Work on Health → ← ***Health on Work***
Social **Social**

Harassment/bullying

Childcare issues

Shift-work

Eldercare issues

Working relationships

Domestic relationships

Work on Health ⇔ ***Health on Work***

Environmental

Place of work

Economic

Pay and Benefits

Reward and Recognition

Environmental

Living environment

Local environment

Economic

Disposable income

Gambling

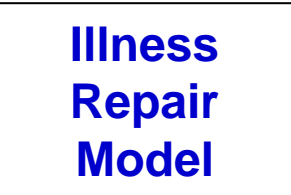
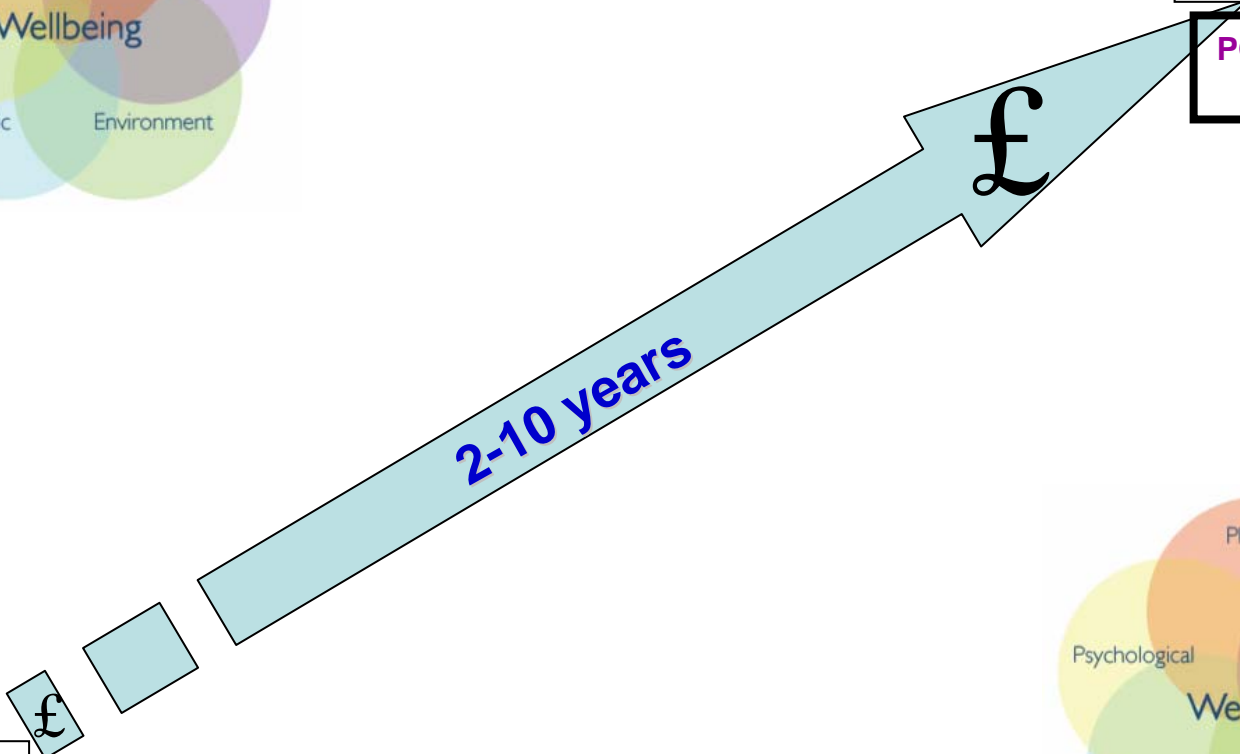
Credit card Debt

First time buyers

Interest rates

Wellbeing Strategy

To “Optimise Performance and Availability at Work”



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