



**Annual Report of the Director for Public Health for North Yorkshire 2016:
Good Work – Good for You, Good for Business**

14 September 2016

Presented by: Lincoln Sargeant

PLEASE NOTE: THE ANNUAL REPORT HAS BEEN CIRCULATED SEPARATELY, IN THE BOOKLET CONTAINING STRATEGY DOCUMENTS

Summary:

This year's report theme encourages a healthy collaboration - It's good for Business and it's good for you. In this report we aim to engage with employers, health and social care professionals and individuals as potential employees, so that we can 'work well' together and raise the awareness of the health benefits of good work. The report uses information collated from the Local Enterprise Partnership Economic Review and complements the themes of many partners working to inspire growth in North Yorkshire. The report describes how every employer needs to recognise the potential of their finite workforce, create healthy workplaces if they are to be successful in the future and highlights some of the challenges employers face due to our shrinking working age population.

Which of the themes and/or enablers in the North Yorkshire Joint Health & Wellbeing Strategy are addressed in this paper?

[Please tick as appropriate]

Themes	✓
Connected Communities	✓
Start Well	
Live Well	✓
Age Well	✓
Dying Well	
Enablers	
A new relationship with people using services	
Workforce	✓
Technology	
Economic Prosperity	✓

How does this paper fit with other strategies and plans in place in North Yorkshire?

- The Council Plan
 - North Yorkshire Community Plan
 - Mental Health Strategy – Hope, Control, Choice
 - Business and Environment Services Ambition for Growth
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What do you want the Health & Wellbeing Board to do as a result of this paper?

- The ***Health and Wellbeing Board*** are asked to receive the report and to consider the actions that members can make to implement the recommendations
- Consider how to make North Yorkshire a young, vibrant, healthy place to live and promote North Yorkshire as a good place to live and work, rather than a place to 'retire and die'
- Consider how to reduce sickness absence and increase productivity
- Consider how to avoid making social exclusion worse



Health and Wellbeing Board

14th September 2016

Annual Report of the Director for Public Health for North Yorkshire 2016

1 Purpose of the Report – Health, Work and Wellbeing

- 1.1 To present the Annual Report of the Director for Public Health for North Yorkshire 2016, “Good Work – Good for You, Good for Business.”
- 1.2 The ***Health and Wellbeing Board*** are asked to receive the report and to consider the actions that members can make to implement the recommendations.

2 Background

- 2.1 It is the duty of the Director of Public Health (DPH) to write an annual report on the health of the local population. This is my fourth report.
- 2.2 This year’s report theme encourages a healthy collaboration - It’s good for Business and it’s good for you. In this report we aim to engage with employers, health and social care professionals and individuals as potential employees, so that we can ‘work well’ together and raise the awareness of the health benefits of good work.
- 2.3. The report uses information collated from the Local Enterprise Partnership Economic Review and complements the themes of many partners working to inspire growth in North Yorkshire.

3 Executive Summary

- 3.1 The report describes how every employer needs to recognise the potential of their finite workforce and create healthy workplaces if they are to be successful in the future. Although the North Yorkshire population is forecast to grow by almost 5% between now and 2039, 12.3% of the working age population will reach retirement by 2022 (about 45,000 people).
- 3.2 In this 2017 Calendar-style report, each chapter highlights some of the challenges employers face due to our shrinking working age population. In some situations, these challenges can be removed or the impact reduced. However, this is not always possible and we need to work together across public and private sectors to be resilient – to overcome the obstacles that may threaten a productive healthy working adulthood in North Yorkshire.

- 3.3 For the purpose of the report the working age population (WAP) are those aged 15-65 years. To illustrate the scale of the challenge in North Yorkshire the report notes that:
- 61% of our population are in the working age (366,483 people)
 - Of these 59% are over 40 years old (213,800 people)
 - One in three people in the working age will retire by 2022
 - Between now and 2039 there will be a 10% reduction in WAP
 - In 2014, twice as many 15-39 year olds left the County compared to the 40-64 year age group who entered the workforce (7,524).
 - 41,000 people are employed in the public sector (NHS, NYCC and District Councils)
 - 80% work-related illness is musculoskeletal (e.g. back, neck and muscle pain), stress, depression and anxiety.
- 3.4 In addition there are groups that are vulnerable and need additional support to gain, retain or remain in employment. These include the unemployed, those living with long term conditions and people with additional needs / responsibilities e.g. parents and carers.
- 3.5 When thinking about the impact of this on North Yorkshire in the future, we can consider how to:-
- make North Yorkshire a young, vibrant, healthy place to live?
 - support a productive, growing, thriving economy?
 - increase our workforce and prevent problems in recruitment?
 - make North Yorkshire more attractive to a younger workforce?
 - support employers and reduce the numbers on benefits?
 - increase the job market and the potential recruitment field?
 - create a healthy living wage for everyone?
 - recruit appropriately skilled workers for the jobs in North Yorkshire?
 - avoid making social exclusion worse?
 - reduce sickness absence and increase productivity?
 - promote North Yorkshire as a *good place to live and work* rather than a place to 'retire and die'?
- 3.6 This report makes two key Recommendations and then includes nine "Focus for Actions" to address specific issues. Whether employers employ less than 10 people (microbusiness) or more than 250 people (large employers), or whether people are employed, self-employed, unemployed or in unpaid employment, there are things we can all do to improve our future in North Yorkshire so that it's somewhere people want to live and work in 2050.

4 Summary Annual Report Recommendations - 2016

The recommendations and focus for action are either **workplace** or **workforce** issues and are highlighted throughout the report.

1. Create Healthy Workplaces

Policies, plans and programmes that promote the health and wellbeing of the workforce as a priority are a long term investment.

1. Increase physical activity
2. Create Smokefree workplaces
3. Raise alcohol awareness
4. Promote Healthy Eating

2. Build a Healthy Workforce by creating a culture that is diverse and inclusive

Raised awareness and increased understanding in the workforce of a positive health and wellbeing culture. Encourage minor adjustments to the workplace to increase the field for recruitment and utilise the skills of those with particular needs.

1. Develop healthy recruitment, retention, training and rehabilitation processes
2. Make adjustments to broaden the potential recruitment field
3. Work in partnership with others to enhance recruitment and retention of young people
4. Overcome the skills shortages and up-skill the workforce
5. Make adjustments to allow people living with long term conditions to work

5 Appendices

- 5.1 Appendix 1 – Report of the Director of Public Health for North Yorkshire 2016 – final pdf.

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Director of Public Health for North Yorkshire

24th August 2016