

‘Creating healthy workplaces’ training – February 2009

This four-day training workshop aims to equip participants with the skills and knowledge to either advise and support other organisations in creating healthy workplaces or implement a programme within their own organisation.

- **Date:** 17, 18, 24 and 25 February 2009
- **Venue:** Millennium Community Outreach Centre, Belfast,
- **Cost:** £75 per participant
- **Booking:** Download or submit a booking form online at: www.healthpromotionagency.org.uk/work/training/trainingevents.htm or contact Claire Hind at c.hind@hpani.org.uk Tel: 028 9031 1611 before 3 February 2009.
- **Potential participants:** This course will be beneficial to anyone involved in either supporting organisations or working within their own organisation to develop healthy workplace programmes.

- **Do you want to learn how to improve the health and wellbeing of your organisation and its people?**
- **Do you want to support your organisation or other organisations to implement health and wellbeing improvement plans?**
- **Do you want to write a corporate ‘health and wellbeing’ strategy for your organisation?**

If you answered yes to any of these questions then the four-day training course ‘Creating healthy workplaces’ is appropriate for you.

Course Content

Over the course of the four days, participants will learn how and why the following three key areas of an organisation can impact on the health and wellbeing of its employees:

- physical environment;
- leadership and management;
- organisational lifestyle factors.

Participants will examine each of these areas in detail and explore what organisational changes can be made to ensure these areas have a positive impact on an employee’s health.

In looking at these three areas participants will use an operational process called Work Well. This is a structured process, applicable to any workplace setting, that aims to address the interplay of factors listed above and integrate a commitment to health within the culture, structures, processes and routine business of an organisation. As part of this process, participants will get hands-on experience of using a range of tools that has been developed to support the Work Well process.

Learning outcomes

Upon completion of this course participants will:

- understand the concept of a healthy workplace;
- be able to work through the process of developing a healthy workplace programme;
- be able to identify and address actions under the three key areas for a healthy workplace.

Materials and resources

All participants will receive the following resources:

- information booklets containing the content of each training session;
- access to an online employee questionnaire which can be used by them in the future to identify the needs of a workplace;
- a handbook/guide which details the process of developing a healthy workplace programme. It includes a CD-ROM containing all the Work Well tools.

Additional information

All participants will be invited to join the Work Well practitioner's network. This network supports participants who have attended the 'Creating healthy workplace' training to apply Work Well within their organisations. It acts as a forum to share learning and experiences of developing and implementing a healthy workplace programme.

Background to 'Creating healthy workplaces' training

The training course has been developed by the HPA, under the *Working for Health* strategy. The training materials have been developed from:

- *Work Well* - a regional pilot initiative that developed a healthy workplace model for businesses in Northern Ireland, and;
- a training needs analysis with disciplines including health promotion, health and safety, occupational health and environmental health.

The materials and training programme have been piloted to great success with positive evaluation outcomes.

Lead Facilitator:

Julie Hill is the Training and Development Manager for Rethink, a mental health charity. She worked at the Health Promotion Agency as the Health Promoting Workplaces Coordinator for three years, developing and testing the Work Well initiative. Julie has a background in training, management and mental health. She holds a level 4 (MSc) Certificate in Healthy Settings: Theory, Policy and Practice; a Diploma in Management; a Certificate in Training Practice; and is a member of the Chartered Institute of Personnel Development. She has also completed the Workplace Health module of the Diploma in Occupational Health.