

# Dr Les Smith

[docsmith@hwbuk.com](mailto:docsmith@hwbuk.com)



## 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”*

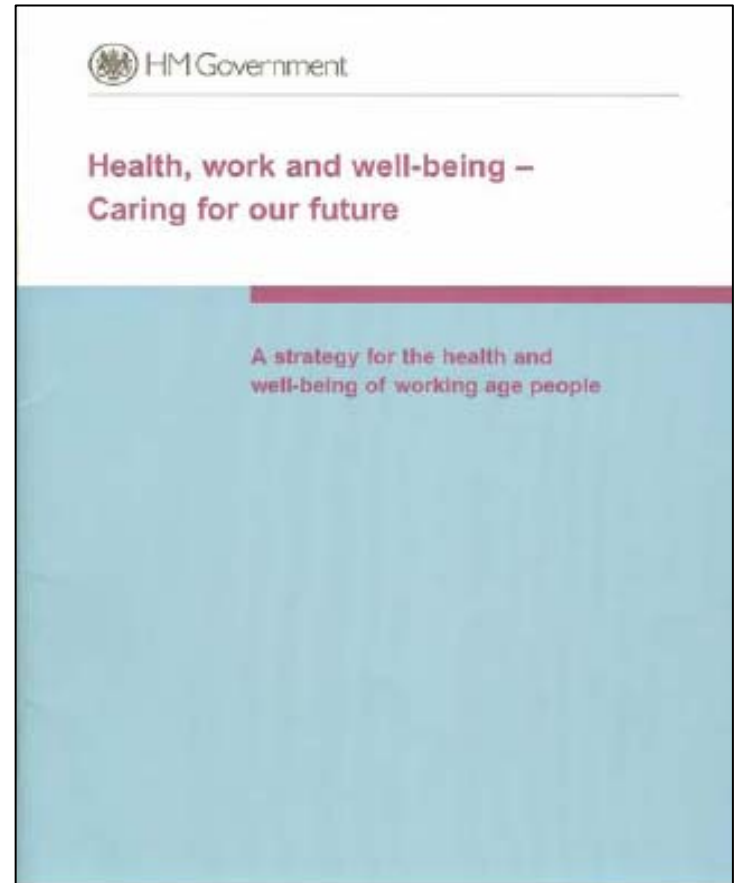
- Supported by “Guru” partners in wellbeing
- Gurus - Individual or organisations

# Health Work and Wellbeing Strategy



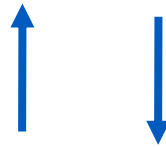
Dame Carol Black

National Director of  
Occupational Health



# What is Occupational Health?

**Effects of Work on Health**



**Effects of Health on Work**

**Safeguarding and enhancing employee health**

**21<sup>st</sup> Century Occupational Health**

**“Managed Employee Wellbeing”**

**& ultimately**

***Organisational Health Management***

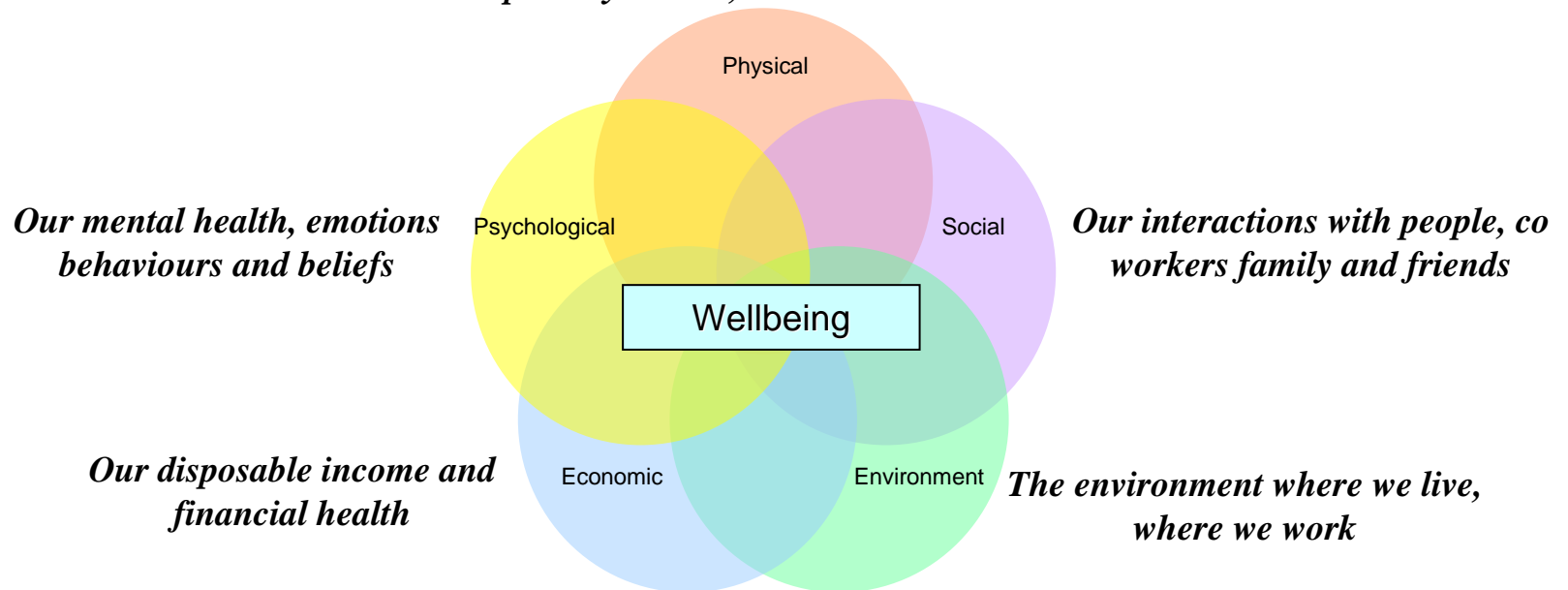
# New Definition Of Occupational Health

**“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 \**

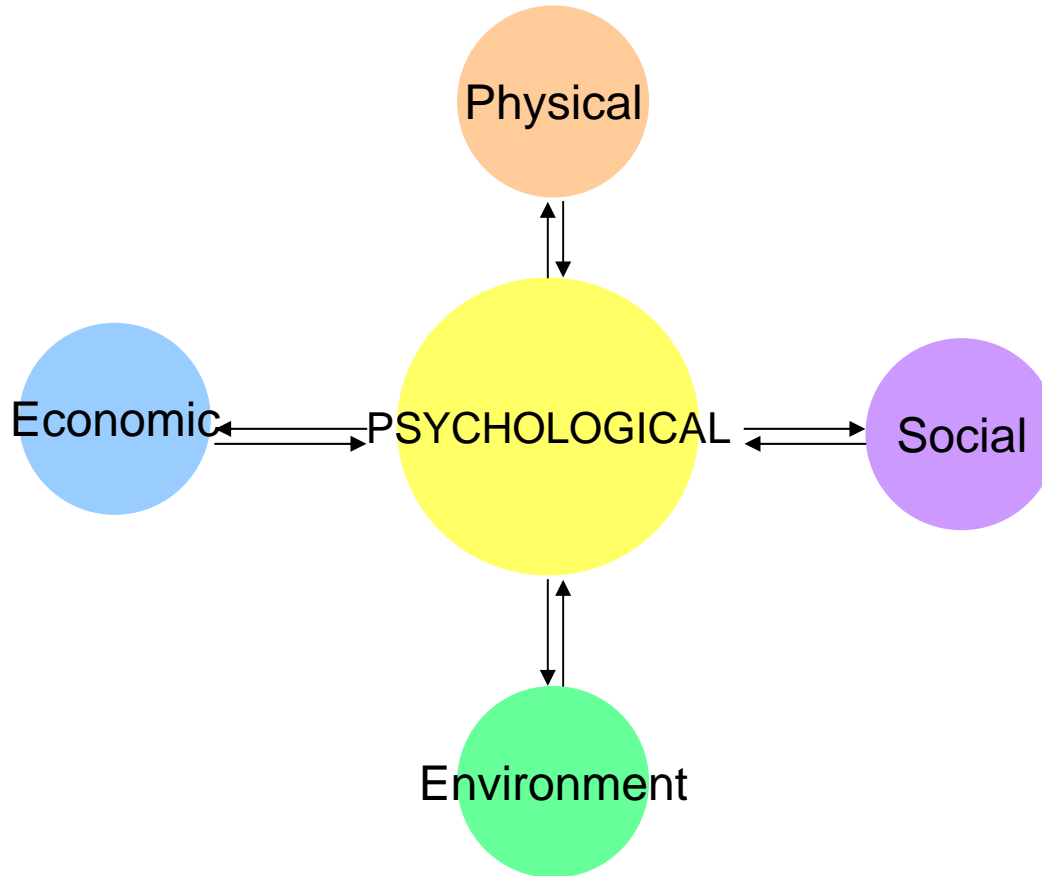
## The Wellbeing Model



For example .....

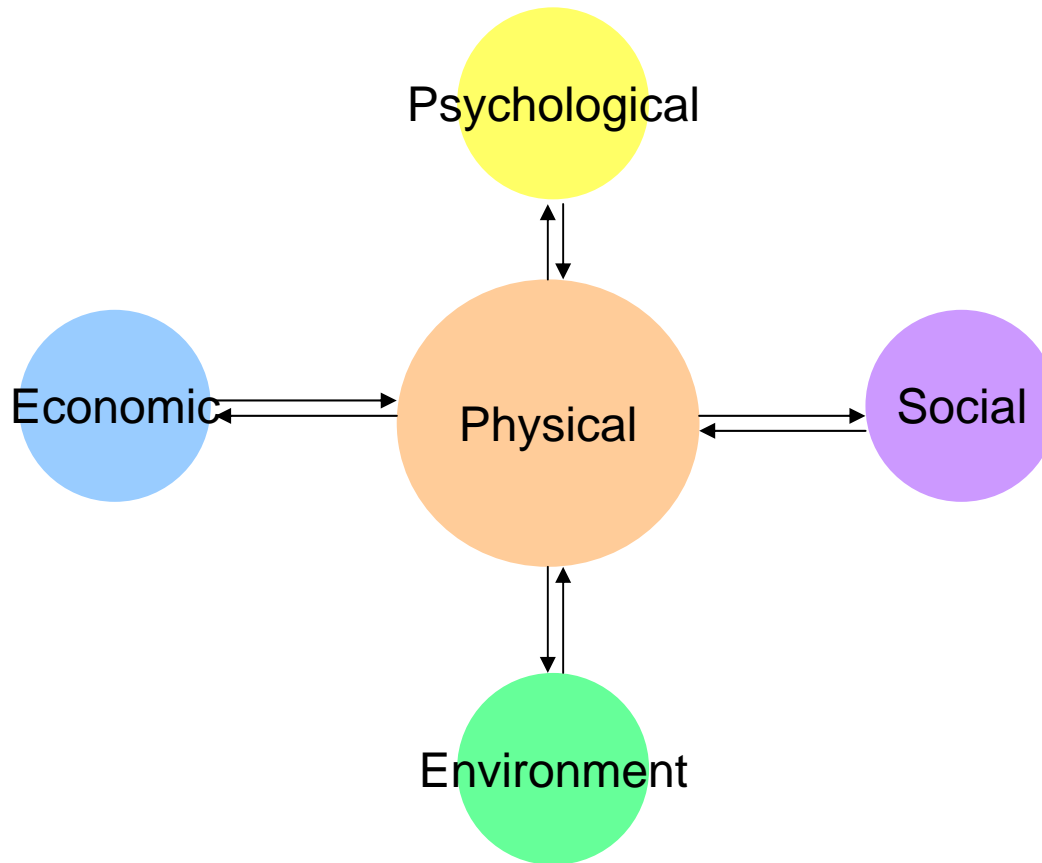
# Psychological Wellbeing

Affects all other aspects of wellbeing



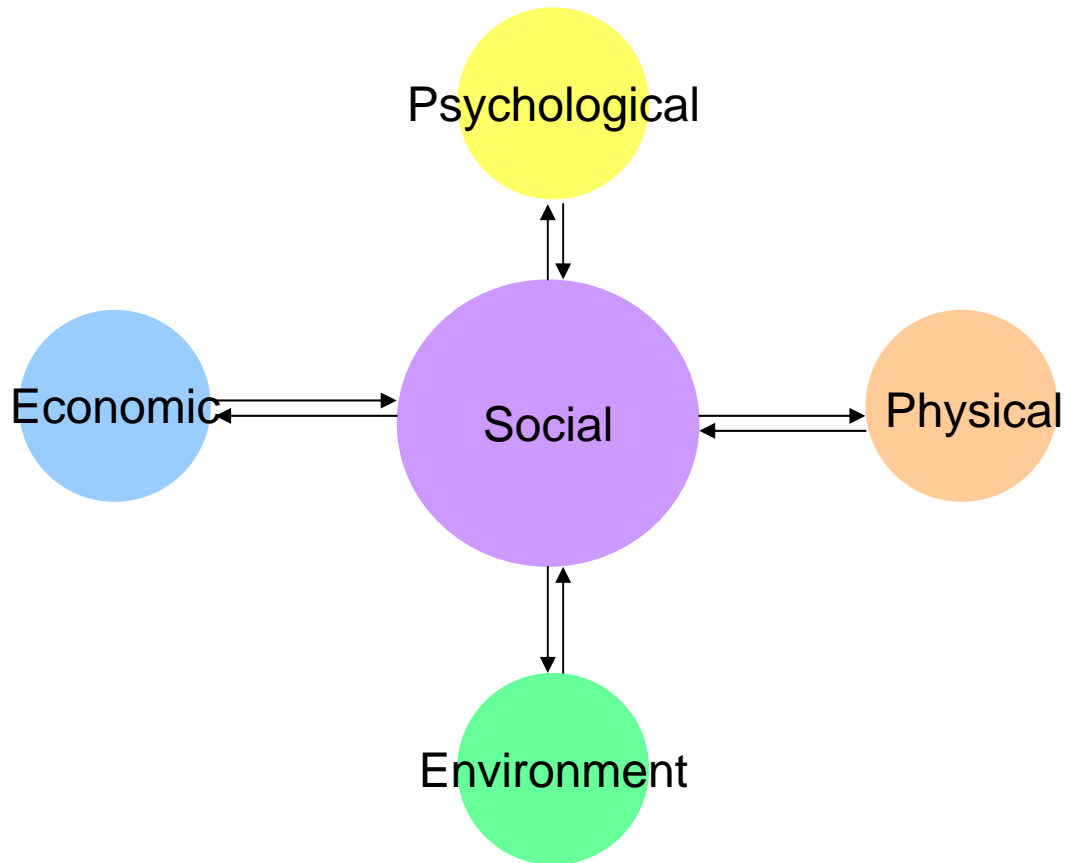
# Physical Wellbeing

Affects all aspects of wellbeing



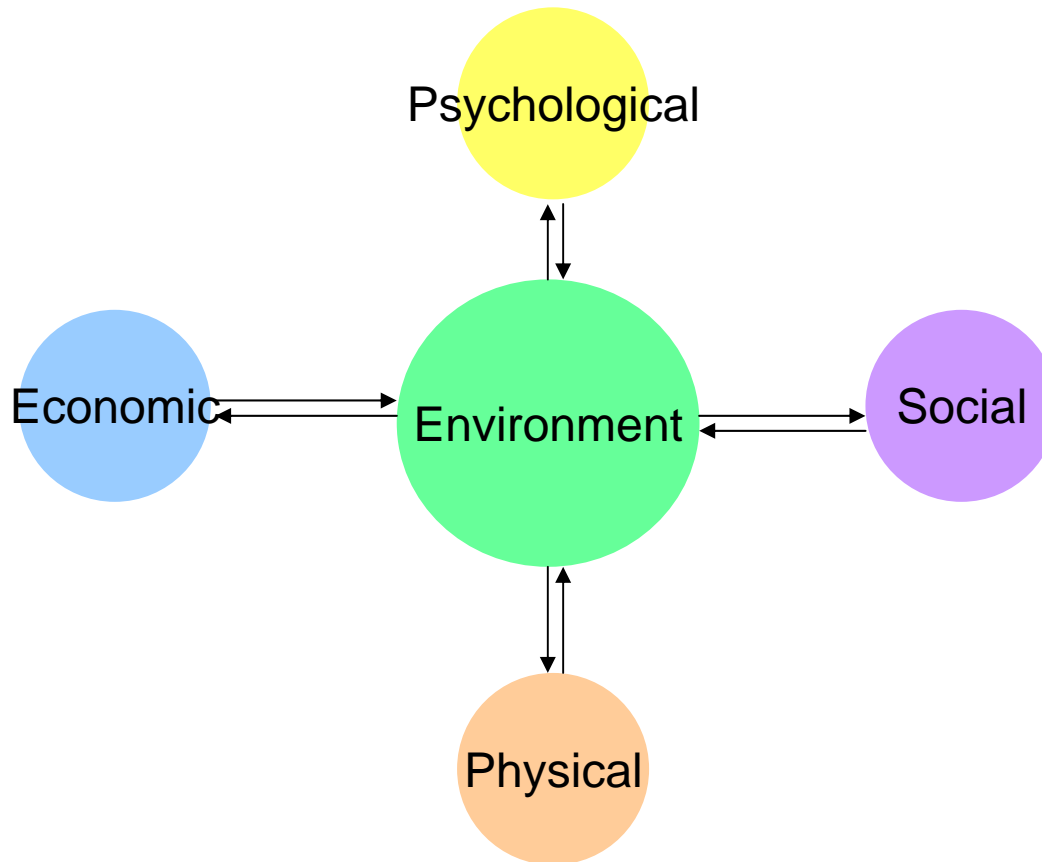
# Social Wellbeing

Affects all aspects of wellbeing



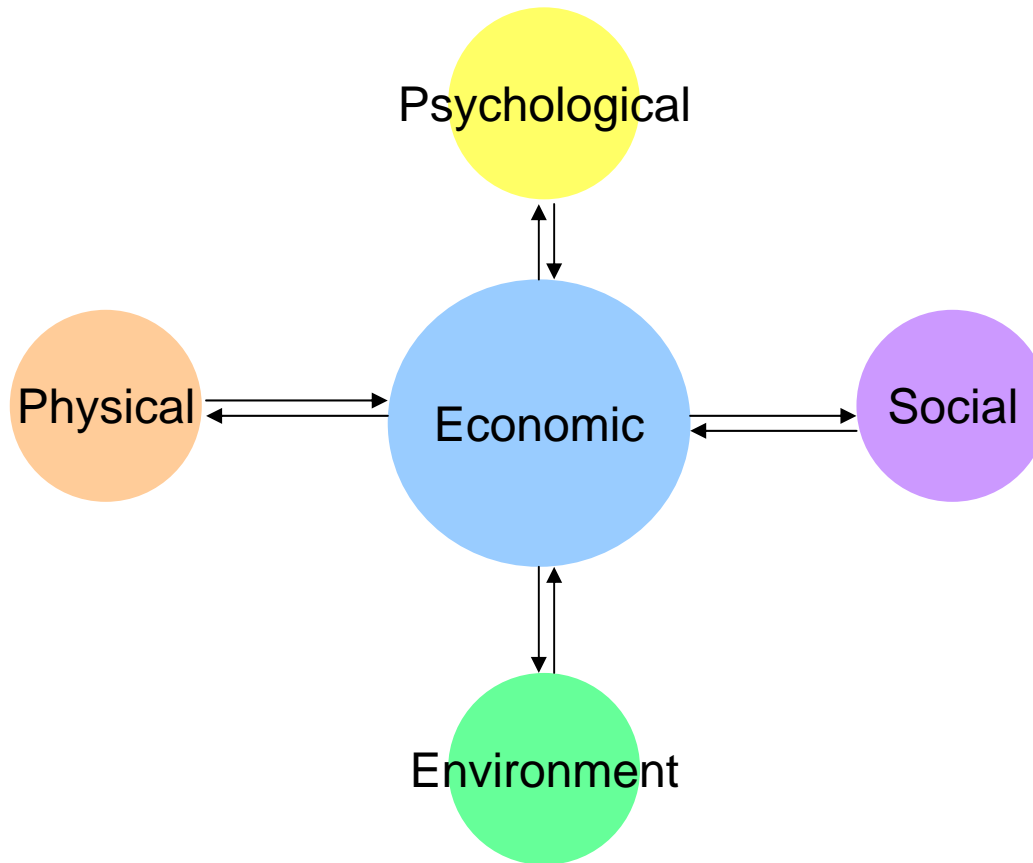
# Environment Wellbeing

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

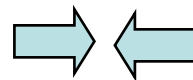
Workplace

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**

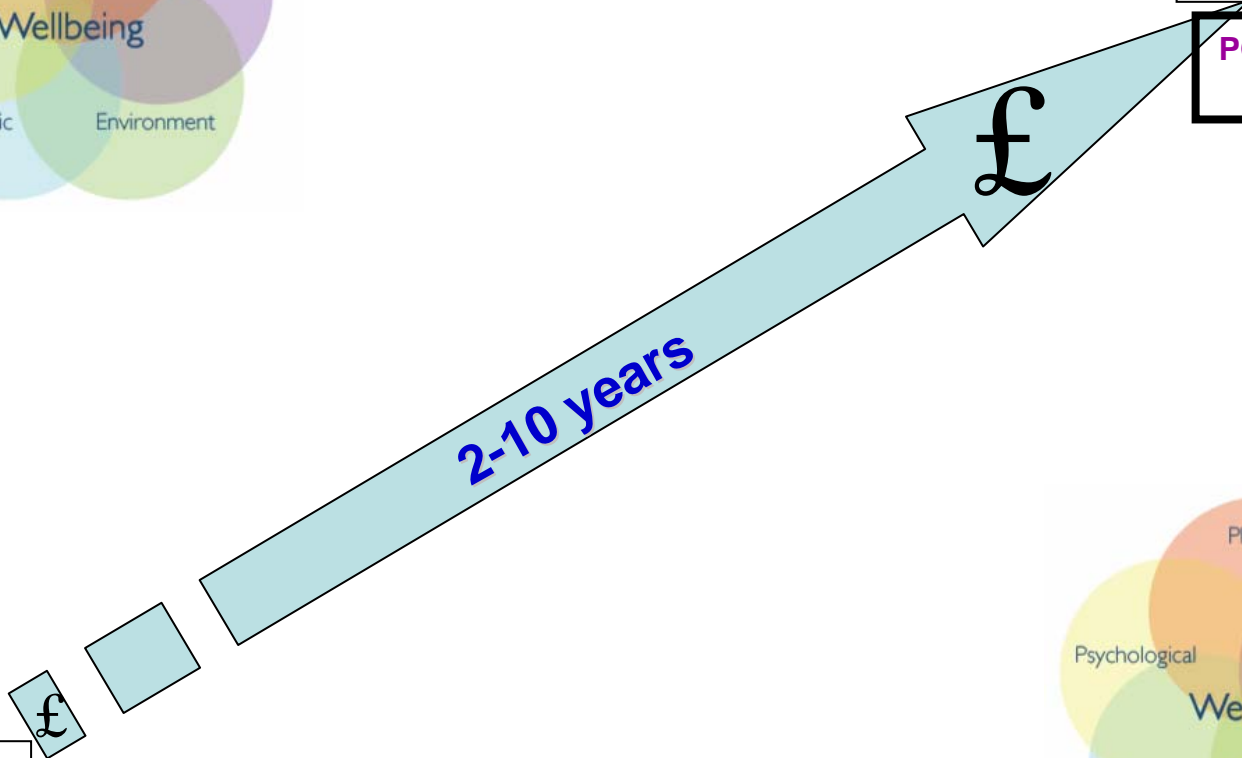
**Credit card Debt**

**First time buyers**

**Interest rates**

# Wellbeing Strategy

To “Optimise Performance and Availability at Work”



# Dr Les Smith



[docsmith@hwbuk.com](mailto:docsmith@hwbuk.com)

Mobile 07841 535376