

CLINICAL STANDARDS OPERATIONAL GROUP

REPORT ON NICE GUIDANCE REVIEWDate of Meeting: 17th June 2016

GUIDANCE REF:	CG62 updated
TITLE OF GUIDANCE (please follow link for full guidance):	Workplace health: management practices
REVIEWED BY:	Lesley Hardman
SUMMARY OF GUIDANCE (from summary produced by Sheffield CCG) Any other key points to add? <p>In March 2016, NICE added recommendations about older employees, aged over 50 in paid or unpaid work.</p> <p><u>Recommendations</u></p> <p>The guideline includes recommendations on:</p> <ul style="list-style-type: none"> • organisational commitment • mental wellbeing at work and physical work environment • fairness, participation and trust • senior leadership • line managers' role and leadership style • training, including support for older employees • job design • monitoring and evaluation <p>Summary</p> <p>NICE Guidance 13, published on the 24 June 2015, covers how to improve the health and wellbeing of employees, with a focus on organisational culture and the role of line managers.</p> <p>In March 2016, recommendations relating to older people (aged 50 years and over) were added.</p> <p>The new additions highlight that demographic changes, and increases in the state pension age, mean the proportion of older employees in the NHS workforce is likely to increase rapidly. In this respect, it is more important than ever to ensure that people working for an NHS organisation or Primary Care, stay fit and healthy for as long as possible, and economically active, since a large proportion over people aged over 50 years will need to work well into their later years.</p>	
IMPLICATIONS FOR COMMISSIONERS, PRIMARY AND SECONDARY CARE: <ul style="list-style-type: none"> • Please report on the 3 main actions for this guidance but also include opinion on any other issues highlighted <p>Main actions</p> <ol style="list-style-type: none"> 1. Include older employees as part of a broad diversity policy to support retention after traditional retirement age 2. Organise specific training for Line Managers re: the needs of older people in the workplace 3. Support employees to have better access for screening, health checks etc. – e.g. allow time off to attend appointments or provide dedicated time/sessions in the workplace <ul style="list-style-type: none"> • What key messages from this guidance should be disseminated to primary and/or secondary clinicians? <p>Key messages:</p> <ol style="list-style-type: none"> 1. Make health and wellbeing of all employees a core priority 2. Consider the diverse needs of an ageing workforce 3. A workplace health promotion programme could support the workforce to get healthy and stay well, and might reduce sickness absence levels 	

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- What cost implications might ensue from this guidance? (any specific drug issue, please discuss with a member of the Medicines Optimisation Team)

Training courses for line managers to understand the needs of older employee

OUTCOME OF REVIEW OF GUIDANCE AT CSOG MEETING**Compliance status:**

		At review	Once completed	Comments
	Outside scope of committee or N/A			
	Non compliant			
	Adopted with caveat			
	Working towards compliance			
	Compliant			

Key messages:**Actions:****Recommendation to CSB:**

(e.g. compliance status and to note key messages)