响应《健康是每个人的事》

响应工作健康联盟

关于工作健康联盟
工作健康联盟是一个由雇主、健康专家、慈善机构、贸易团体和国会议员组成的团体，他们希望共同努力增加投资于肌肉骨骼和心理健康预防和早期干预以支持在工作场所与健康状况作斗争的员工的企业数量。

我们想将抱负转化为行动。总的来说，我们想缩小那些表示健康和福祉是优先事项的雇主和那些实际上采取积极措施早期干预和支持其员工的雇主之间的差距。

对咨询的回应
联盟成员将提交自己的组织响应咨询。然而，我们已经集体确定了六条关键原则，我们呼吁政府在开发其对咨询的回应时采用：

1. **早期干预和预防**。政府应该激励和支持雇主在有人在工作时早期干预，而不是专注于反应性地处理病假。这对病人和政府都有利。预防的价值在政府最近发布的健康预防咨询中得到认可，也应该反映在税政策和政府的工作和健康政策目标中。

2. **平等的尊重**。心理健康和肌肉骨骼状况应该在政府政策中得到平等对待，而不是被隔离。还需要认识到对波动状况的支持。这应该反映并澄清在Access to Work、Disability Confident、平权法案和健康预防政策和建议中。政府应该支持雇主通过简化、简化和增加对Access to Work计划的资助来实施调整。

3. **灵活的病假**。病假应该改革以支持灵活的返工。政府应该确保计算支付对分阶段返工的理解简单和易于理解。

4. **蓬勃发展的市场，为高质、综合的工作场所支持。**这意味着政府需要聚焦于增加职业健康市场的容量和质量，以及作为召集者来更好地联系起国家健康、职业健康和雇主。

5. **平等的访问支持为所有员工。**政府应该消除可能防止低收入工人、低利润大型雇主和SMEs采取支持的财务障碍。例如，政府研究显示，
blue collar workers are more likely to be off sick, with no enhanced SSP and no access to support\(^1\).

As a first step, the Government should stop taxing services made available to all employees when they are in work as a benefit-in-kind. The Department for Work and Pensions’ own research shows that one of the main reasons employers gave for not providing occupational health services was cost (35\%).\(^2\)

Government should be measuring workers’ take-up of occupational health services and their outcomes to assess effectiveness, rather than a focus just on supply of occupational health services by businesses.

6. **Business-friendly information and advice.** Businesses, health experts and Government should work together to draw together existing advice and best practice including:

- Measuring return on investment from workplace health support, including preventative approaches
- What options are available to businesses to support their workers, tailored for different types of businesses
- How businesses can measure success and what ‘good’ looks like

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1 ‘Health in the workplace: patterns of sickness absence, employer support and employment retention’; Department for Work and Pensions/Department for Health and Social Care - July 2019


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_Working Well Coalition, October 2019_

John Lewis Partnership  
Siemens UK  
LSI Architects  
CIPD  
BACP  
Versus Arthritis  
REBA  
Vocational Rehabilitation Association  
Better Space  
Social Finance  
Society of Occupational Medicine