

**Rhwydwaith Iechyd
Cyhoeddus Cymru
Public Health
Network Cymru**



**Fair work for health, well-being
and equity**

July 2022

Welcome

Welcome to the July edition of the e-bulletin.

The nature of work affects us all, and can either be part of the solution for a healthier more equal Wales or can contribute to psychological stress, ill health and early death. In our recent webinar we heard from an expert panel who discussed what local and regional agencies can do to influence fair work to support health, equity, good business and the wider economy.

This e-bulletin continues with the Fair Work theme and includes information on initiatives which aim to increase participation in fair work.

We would love to hear about any additional information, case studies or tips to share with the wider public health community in Wales in future e-bulletins and our website so please get in touch with us at Publichealth.network@wales.nhs.uk or find us on twitter [@PHNetworkCymru](https://twitter.com/PHNetworkCymru)

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Headlines

Fair Work for Health, Well-being and Equity

Author

Christian Heathcote-Elliott, Principal Public Health Practitioner, Wider Determinants of Health Unit, Public Health Wales

Work is a key building block to health and well-being. In turn being in good health supports work and the economy. But it isn't just any type of work that is important to health and well-being – it is about fair work. Fair work is where workers “are fairly rewarded, heard and represented, secure and able to progress in a healthy, inclusive environment where rights are respected” ([Fair Work Wales 2019, p2](#)). Organisations of all sizes have an important role to play in increasing participation in fair work for a more equal, prosperous, sustainable and greener Wales.

The Wider Determinants of Health Unit with support from an [Expert Panel](#) has produced [infographics, case studies, guide and an animation](#) (May 2022) for local and regional agencies to help them understand the actions they can take to increase participation in fair work.

Healthy Working Wales: Supporting Organisations Across Wales to become Fair Work Employers

Author

Rachel Lewis, Principal Public Health Practitioner, Public Health Wales



Fair work can have a positive impact on health, and it is widely recognised that employers have a role to play in improving the health of their employees. The Marmot Review for Industry (1) calls on organisations to promote the health of employees through pay and benefits, hours and job security, and conditions of work.

Within Wales the link between fair work and health is embedded throughout the Welsh Government's Employability and Skills Plan (2). Healthy Working Wales, a programme funded by Welsh Government and hosted by Public Health Wales, works closely with partners to support employers within three areas:

to create healthy working environments, promote healthy behaviours and provide additional support for employees with health needs.

Healthy Working Wales is developing a new delivery model, within which employers will be able to choose which area and topic they want to start with on their journey to becoming a Healthy Working Wales employer. Becoming a fair work employer is key to ensuring a healthy working environment and addressing the wider determinants of health. The team are working to develop a range of fair work topic information and resources on the Healthy Working Wales webpages, such as: Employee Development; Communication and Engagement with Employees; Flexible Places and Ways of Working; and Health and Safety. As part of the new delivery model each of these topics will be incorporated into a fair work module enabling employers to be assessed as a fair work employer as part of the revamped Healthy Working Wales awards.

Many of the existing Healthy Working Wales employers are already delivering elements of fair work within their workplaces. For example, a [report](#) published by Healthy Working Wales, showed that during the COVID-19 Pandemic many of our employers have made provision for employees to work from home and developed tailored online support to meet the needs of staff working remotely. Some of them created job opportunities for the employees of smaller businesses within their local community that had to cease trading temporarily or permanently because of the pandemic. Larger employers created interim contracts of work, training, and work experience opportunities to support local populations to further develop employability skills. In addition, across the sectors, many employers relaxed their normal core hours, with some employers offering time off work, on full pay for employees who had to deal with situations caused by COVID.

Becoming a fair work employer should be viewed as a continuous journey of quality improvement, rather than a tick box exercise. The most important step is for organisations to understand the role that they have in improving the health of their employees, and the contribution they can make to reducing health inequalities. Many of the Healthy Working Wales employers are already delivering elements of fair work as part of their current employment practices. The Healthy Working Wales team can provide advice, guidance, and support to employers of all sizes across Wales to enable them to consider their employment practices against the fair work characteristics and consider the first steps they can take to become a fair work organisation.

For additional information, please see the Healthy Working Wales [website](#) or contact the team at workplacehealth@wales.nhs.uk.

1 Marmot M, Alexander M, Allen J, Munro A (2022), The Business of Health Equity: The Marmot Review for Industry: Institute of Health Equity.[read-report.pdf \(instituteofhealthequity.org\)](#) accessed on 18.07.2022

2 [Stronger, fairer, greener Wales: a plan for employability and skills | GOV. WALES](#) accessed on 18.07.2022

3 <https://phw.nhs.wales/services-and-teams/healthy-working-wales/reports/how-employers-in-wales-responded-to-the-covid-19-pandemic/>

Social Partnership and Public Procurement Bill update

Author

Welsh Government

On Tuesday 7 June 2022, the Social Partnership and Public Procurement Bill was laid before the Senedd by Welsh Government.

The legislative journey consists of 4 stages and if passed, the bill is likely to become law in 2023. The text of the bill, explanatory notes (helpful overview plus clause-by-clause commentary) and other [accompanying documentation is available here](#).

The bill fulfils a Programme for Government commitment to place social partnership on a statutory footing in Wales. It provides for a framework to enhance the well-being of the people of Wales, including by improving public services, through social partnership working, promoting fair work and socially responsible public procurement.

The bill is intended to complement other legislation, including the Well-Being of Future Generations (Wales) Act 2015 and the socio-economic duty in section 1 of the Equality Act 2010. There are several areas where the bill interacts with the UK government's Procurement Bill such as in terminology and definitions, in the bodies covered by the bills, and in establishing mechanisms for oversight and accountability.

The overarching aims of the bill are:

Social partnership

To put social partnership on a statutory footing and place new duties on public bodies in Wales to involve recognised trade unions, or where there is no recognised trade union with other representatives of their staff, when carrying out their work.

Socially responsible procurement

Making sure that public spending on goods, works and services is done in a way that benefits everyone (and doesn't just focus on cost).

Fair work

Fair work being recognised as a key element of a more equal and prosperous Wales under the Well-being of Future Generations Act.

Sustainable development

Placing social partnership at the heart of sustainable development - doing things now in a way that takes into account the impact on people living their lives in Wales in the future.

The Socially Responsible Procurement duty is about setting organisational objectives that contribute to social, economic, environmental and cultural wellbeing, greater transparency and reporting of outcomes, and improving contract management and accountability.

Welsh Government will continue to update you on any changes made to the bill as it progresses through the Senedd.

If you have any questions about the bill, please email us at socialpartnership@gov.wales.

— The Bevan Foundation has shared its findings on working life in hospitality and retail with the Senedd’s Economy, Trade and Rural Affairs Committee

Author
[Bevan Foundation](#)

The Bevan Foundation was delighted to be one of a panel of contributors to an evidence session held by the Economy, Trade and Rural Affairs Committee. The Committee is looking into the issues that face people working in the hospitality, tourism, and retail sectors across Wales. The Bevan Foundation Director, Victoria Winckler, was able to share key findings from its 2021 research on [hospitality](#) and [retail](#). We were also able to put forward some of the ideas to improve workers’ conditions that we set out in our [final report](#).

In giving evidence, Victoria was asked to identify three possible actions that the Welsh Government could take. She said that first of all, employers should be required to comply with statutory requirements in respect of their employees, for example providing a payslip, paying the minimum wage and ensuring workplaces are safe.

She also said that she thought that the education of workers – including future workers – about their basic employment rights was important, so long as that sits alongside employees having a voice. And lastly she said that she favoured a ‘co-investment’ approach, in which efforts to grow and support businesses in these sectors would be coupled with improvements in workers’ terms and conditions:

“I would like to see, going forward, that attempts to support or steward those sectors, if you like, are firmly rooted in measures to deal with poor terms and conditions in them.”

The transcript from the Committee meeting on 3rd March is available [here](#).

— Making Wales a Fair Work Nation

Author
[Wales TUC](#)

We’re campaigning to make Wales a Fair Work Nation – where workers get a better deal. Low pay, zero-hour contracts and inequality are a blight on our economy.

Add this to the potential impact of Brexit, automation and Universal Credit and we have a toxic mix. We need action now – we need to make work fairer.

Creating a **Fair Work Nation** will:

- Tackle low pay in Wales’ labour market
- Stamp out illegal and unsafe employment practices and labour exploitation
- Establish a union-led approach to lifelong learning
- Address restrictions on the activities of trade unions by employers receiving public money

What can we do to make Wales a fairer place to Work?

The best way to achieve this is through **Collective Bargaining** – workers and employers negotiating for fair pay, terms and conditions.

A third of Welsh workers already benefit from a **Collective Agreement** in their workplace, but we want to see it become standard practice across Wales.

[Read more](#)

Kickstart Scheme – Diversifying and Supporting the workforce of the future

Author

Nicky Punter, Workforce Resourcing & Inclusion Manager, Cardiff and Vale University Health Board

The Kickstart Scheme is open to people aged between 16-24 that are currently claiming Universal Credit and at long term risk of unemployment. It offers individuals a 6-month paid job with funding from the government for 25 hours per week. It is paid at the national minimum wage according to their age bracket. Cardiff and Vale UHB has become one of the most successful organisations supporting this scheme in Wales.

Cardiff and Vale UHB implemented the scheme in March 2021, and had an initial contract for 50 places, this was quickly upscaled to 200 placements within the first 6 weeks due to the uptake of the placements, by departments. The departments available were wide ranging from non-clinical posts based in all specialities providing admin support. The UHB has to date filled 146 placements, with 12 individuals gaining permanent roles, and 2 apprenticeships.

KICKSTART
SCHEME

The costs to the UHB are minimal as the funding for the posts is covered by the government, and for each individual taken on a grant of £1500 is paid for each person. A development programme has been designed encapsulating the heritage of Wales through an experiential day. Educational sessions are also provided in collaboration with Cardiff and Vale College. The impact of the scheme has resulted in a positive impact on Cardiff and Vale workforce supply expanding on our ambition to diversify the workforce. The scheme has proven very successful and given many opportunities for young people to enter the health and care system. This scheme has allowed individuals to apply for permanent positions with the UHB and gain a career pathway.

Feedback from a Kickstart participant

“I am very thankful for the Kickstart Scheme. This initiative and experience have resulted in me securing a full-time, permanent Band 4 position, doing a role I really enjoy and with a team that I feel a part of. The scheme gave me the opportunity to learn and develop my skill set and opened the door to permanent employment.”

Case Studies - Fair Work for health, well-being and equity

Author

Cerys Preece, Principal Public Health Practitioner, Public Health Wales

The Wider Determinants of Health Unit have produced a series of [case studies](#) to demonstrate examples of where fair work commitments from partners and organisations have directly achieved positive outcomes in practice and increased participation in or access to fair work. We hope that those working in regional and local agencies will be motivated to take action in relation to this agenda and embed fair work into decision making and plans.

Case studies include examples from Wales and the UK and include:

- Living Wage in Wales
- Engage to Change
- Chwarae Teg
- Digital Communities Wales
- Fair Work Scotland
- South of Scotland Enterprise
- Birmingham Hospitality to Health
- Greater Manchester Good Employment Charter

Podcasts

Listen to our latest podcast

Healthy Schools

What is the Welsh Network of Healthy School Scheme and Healthy and Sustainable Pre-school Scheme? What is a Whole School/Setting Approach? What does a 'healthy' School or Pre-school look like?

[Listen](#)

More Podcasts

[Basic Income, Health and Wales](#)[Listen](#)[Valleys Regional Park](#)[Listen](#)[Vaccine Hesitancy in Wales](#)[Listen](#)[See all podcasts](#)

Contribute to our Podcast?

If you are interested in recording a podcast with us, get in touch via email: publichealth.network@wales.nhs.uk

Videos

Watch our latest video



The COVID-19 Pandemic in Wales: Reproductions of vulnerability

This webinar traces how particular understandings of the concept have informed the pandemic responses from healthcare, the Welsh and local governments, and community organisations in Wales with focus on the Swansea area.

[Watch](#)

More Videos



Fair work for health, well-being and equity

In this webinar you will hear experts from a panel discuss what local and regional agencies can do to influence fair work to support health, equity, good business and the wider economy.

[Watch](#)



Public attitudes and behaviours during the COVID-19 pandemic, a behavioural science approach

The webinar will highlight examples of how behavioural science was used in the response to the COVID-19 pandemic.

[Watch](#)

[See all videos](#)

The Grapevine

Public Health Wales launches 'Resources for Sustainable Health'

Author:

[Public Health Wales](#)

Public Health Wales has launched a new, free, e-catalogue to help teams and individuals working in the public sector, to reduce their impact on the environment and climate change, and encourage sustainable behaviour in both their work and home life.

All public bodies in Wales have a duty to work towards the requirements of the Well-being of Future Generations Act, which are aligned with the United Nations Sustainable Development Goals, and this new resource clearly explains the links between each publication and the goals.

Rebecca Masters, Consultant in Public Health said “There is a vast array of resources out there to support action on sustainable development which can be hard to navigate. This e-catalogue is a great one stop shop of resources that we hope individuals, teams and organisations will find useful in delivering their commitment to sustainable development.”

The e-catalogue is part of ongoing work by the Health and Sustainability Hub at public Health Wales and gives a short summary and explanation of resources which support and encourage individuals, teams and organisations to take action to improve ways of working and living and look after the health and well-being of people and planet. The aim is to provide a useful, quick summary so that people can decide what they want to read for interest and to support them with taking practical actions.

Some of the resources identified are aimed at individual or team level, some at organisation, national, or international policy level. There are useful links to other information, organisations and resources.

The catalogue can be downloaded, free of charge, via the link below:

<https://phw.nhs.wales/news/public-health-wales-launches-resources-for-sustainable-health/resources-for-sustainable-health-e-catalogue/>

News

21-07-2022

Protecting prisoners from cancer: new WHO report explains how to fight health inequities

[Read](#)

20-07-2022

Primary Care Obesity Prevention Action Plan to support implementation of the All Wales Weight Management Pathway

[Read](#)

14-07-2022

Monkeypox – further information

[Read](#)

14-07-2022

Minister for Social Justice announces support for food partnerships across Wales

[Read](#)

13-07-2022

Men, younger people and those living in the more deprived communities in Wales show lower uptake of life saving screening services

[Read](#)

[See all news](#)

Topics

[See all topics](#)

- A** Accidents and injury prevention
Adverse Childhood Experiences
Air Quality
Alcohol and substance use and misuse
Approaches and methods in public health practice
Arts and health
- B** Behaviour change
Biodiversity and greenspace
Built environment
Cancers
Cardiovascular conditions
Carers
Children and young people
Climate change
Communicable diseases
Community
Community assets
COVID-19
- D** Debt and benefits
Diabetes
Diet and nutrition

Early Years
Education and training
Employment
Environment
Ethnicity
Evaluation
- F** Foodborne communicable diseases
Fuel Poverty
Further, higher and tertiary education
- G** Good, fair work
- H** Health in all policies
Health inequalities
Health related behaviours
Homelessness
Housing
Housing quality
Human rights and social justice
- I** Income and resources
Influenza
- L** Learning difficulties
LGBTQ+
- M** Maternal and new born health
Men
Mental health conditions
Mental ill-health
Mental wellbeing
- N** Natural environment
Non-communicable diseases
- O** Offenders
Older adults
Oral health
- P** People
Physical activity
Planning
Poverty
Precarious work
Preschool (including WNHPSS)
Prevention in healthcare
- R** Respiratory conditions
- S** School (Including WNHPSS)
Sexual health
Sexually Transmitted Infections
Smoking and vaping
Social capital
Spirituality
Stress, coping and resilience
Suicide and suicide prevention
Sustainable development
Systems thinking in public health
- T** Transport
- U** Unemployment
- W** Water and sanitation
Wellbeing of Future Generations
Wider determinants of health
Women
Working age adults

Next Issue

Health Inequalities

Health inequalities result from a range of interconnected factors including access to healthcare services, health-related behaviours, mental well-being, social cohesion and the wider determinants of health such as quality of housing, access to fair work, poverty and air quality.

For our next e-bulletin we would particularly welcome articles which look at national, regional or local initiatives which focus on reducing health inequalities in Wales. Examples could include addressing the cost of living crisis, climate change adaptation, increasing access to green and blue spaces and promoting physical activity.

