

# NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE

## QUALITY STANDARD TOPIC OVERVIEW

### 1 Quality standard title

Healthy workplaces: improving employee mental and physical health and wellbeing

### 2 Introduction

#### 2.1 *NICE quality standards*

NICE quality standards are a concise set of prioritised statements designed to drive measurable quality improvements within a particular area of health or care.

The standards are derived from high-quality guidance, such as that from NICE or [accredited](#) by NICE. They are developed independently by NICE, in collaboration with health, public health and social care practitioners, their partners and service users. Information on priority areas, people's experience of using services, safety issues, equality and cost impact are considered during the development process.

NICE quality standards are central to supporting the government's vision for a health and social care system that is focused on delivering the best possible outcomes for people who use services, as detailed in the [Health and Social Care Act \(2012\)](#).

The quality standard development process is described in detail on the [NICE website](#).

#### 2.2 *This topic overview*

This topic overview describes core elements of the quality standard. These include the population and topic to be covered, key source guidance to be used to underpin potential quality statements, any related quality standards,

published current practice information and national or routine indicators and performance measures.

If the source guidance is not NICE guidance, it should meet the minimum quality criteria defined in NICE's [accreditation programme](#).

### **3 This quality standard**

This quality standard is expected to publish in January 2017.

#### **3.1 Population and topic to be covered**

This quality standard will cover improving the health, including mental health, and wellbeing of all employees. It will not cover managing long-term sickness absence.

#### **3.2 Key development sources (NICE and NICE-accredited sources)**

##### **Primary source**

- [Workplace health: management practices](#) (2015) NICE guideline NG13

##### **Other sources that may be used**

- [Mental wellbeing at work](#) (2009) NICE guideline PH22
- [Physical activity in the workplace](#) (2008) NICE guideline PH13
- [Smoking: workplace interventions](#) (2007) NICE guideline PH5

##### **Key policy documents, reports and national audits**

Relevant policy documents, reports and national audits will be used to inform the development of the quality standard.

- CIPD (2016) [Growing the health and well-being agenda: from first steps to full potential](#)
- CIPD (2015) [Mental health in the workplace](#)
- CIPD (2015) [Stress in the workplace](#)
- Department for Work and Pensions (2015) [Employer attitudes to fuller working lives](#)

- Department for Work and Pensions (2013; updated 2015) [2010 to 2015 government policy: employment](#)
- MIND (2015) [Getting ahead: why mental health at work matters](#)
- Department for Work and Pensions (2014) [Fuller Working Lives: a framework for action](#)
- Department for Work and Pensions (2014) [Help and support for older workers](#)
- Department for Work and Pensions (2013) [Health, work and wellbeing indicators: baseline data](#)
- Department for Work and Pensions (2013) [Health, work and wellbeing indicators: progress update](#)
- Department for Work and Pensions (2013) [Mental health and work](#)
- Department for Work and Pensions (2013) [Work and health: changing how we think about health problems](#)
- Department of Health (2010) [Healthy Lives, Healthy People: our strategy for public health in England](#)
- Marmot (2010) [Fair society, healthy lives. The Marmot review](#)
- World Health Organization (2010) [Healthy workplaces: a WHO global model for action.](#)

### **3.3 Related NICE quality standards**

#### **Published**

- [Physical activity: for NHS staff, patients and carers](#) (2015) NICE quality standard 84
- [Smoking: reducing and preventing tobacco use](#) (2015) NICE quality standard 82.

#### **Future quality standards**

This quality standard will be developed in the context of all quality standards referred to NICE, including the following quality standard scheduled for future development:

- Workplace: long-term sickness absence and management.

The full list of quality standard topics referred to NICE is available from the [quality standard topic library](#) on the NICE website.

## **4 Existing indicators**

- [Public health outcomes framework 2013-16](#) Sickness absence rate, domain 1 Improving the wider determinants of health

## **5 Further information**

See the NICE website for more information about [NICE quality standards](#) and the [progress of this quality standard](#).