

# WORKPLACE HEALTH

## A FOCUS ON LONG TERM HEALTH CONDITIONS

A BULLETIN FOR EMPLOYERS TO SUPPORT WORKPLACE HEALTH AND WELLBEING



### WORKPLACE HEALTH CAMPAIGNS

#### [HIV Testing Week](#)

(HIV) Human Immunodeficiency Virus, is a long term health condition which attacks the immune system - the body's defence against diseases.

#### **HIV Testing Week**

5th-11th February 2024 is to encourage people to test for HIV. With early diagnosis and effective treatment, most people with HIV are likely to live a normal lifespan.

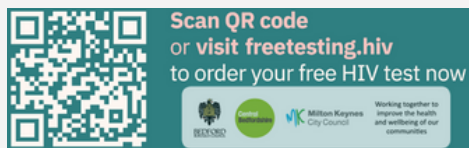
To order a **FREE** test please scan the QR code or visit [freetesting.hiv](http://freetesting.hiv)

If you are HIV positive, you can access free and confidential NHS HIV care and treatment in Bedfordshire or Milton Keynes, depending on where you live.

**For further information, please text or call your local clinic:**

iCaSH Kings Brook, Bedford HIV Nurse on **07912478569**

Milton Keynes Blood Borne Virus clinic Nurses on **07770643214**



If you would like to register for The Healthy Workplace Standards [click here.](#)

If you need help to improve the health and wellbeing of your workforce please visit the Healthy Workplace webpages. You will find a range of resources and **FREE** Workplace Health and Wellbeing Service Offers.

Thank you for reading our newsletter. If you would you like to be added to our mailing list or for more information on:

- [The Healthy Workplace Standards](#). A best practice framework and award scheme
- [Free training and workshops](#) on a range of health and wellbeing topics
- A range of [information and resources](#) covering all aspects of workplace health

Please email the Workplace Health Team at [public.health@milton-keynes.gov.uk](mailto:public.health@milton-keynes.gov.uk)



A long-term health condition is defined as a condition that cannot at present, be cured but can be controlled by medication and therapies. We have collated guidance and resources to help you support employees with long-term conditions.

#### **Long term health conditions may include:**



Supporting staff with long-term health conditions helps them to remain in work or return to work. This benefits an organisation in retaining a valuable member of staff, helps with the management of sickness absence and its associated costs.

#### **How can you support your employees?**

- Register for the [Healthy Workplace Standards](#) to gain an award in inclusive employment.
- Ensure you comply with the [Equality Act 2010](#) which legally protects people from discrimination in the workplace.
- Provide a safe environment and ensure an inclusive culture by having open conversations, leading by example, challenging stigma and raising awareness.
- Get to know your workforce through consultation and engagement to offer appropriate support.
- Offer reasonable adjustments including provision of equipment, physical changes to the workplace and/or changes to work patterns'.
- Offer flexible working to enable part time, flexible hours and phased return to work.
- Ensure your policies are inclusive and are supportive of employees with long term health conditions.
- Sign up to the [Disability Confident Scheme](#) which supports employers to become a disability confident employer.

#### **Further information and support services**

• Support services include the Individual Placement Service (IPS), Maximus and Talking Therapies. Please see our [Workplace Health and Wellbeing Service Offer Brochure](#) for further details.

- Our [webpages](#) contain a range of resources and services on managing long term health conditions in the workplace and inclusive employment.



Public Health:  
Working together to improve the health  
and wellbeing of our communities

