



Working together to improve the health and wellbeing of our communities

Healthy Workplace

Supporting local employers with health and wellbeing in the workplace

January 2025

Happy new year!

In 2025 the Public Health Workplace Health Team will continue to work with local service providers to offer FREE workplace health and wellbeing services, to workplaces based in Milton Keynes, Bedford Borough and Central Bedfordshire.

Our monthly bulletin outlines our offer, focuses on different health and wellbeing topics, showcases services and highlights forthcoming campaigns to support health and wellbeing in your workplace.

Monthly focus



Learning and development in the workplace



Learning is one of the [five ways to well-being](#) and the workplace is an important setting in which learning takes place, so why not start the year as you mean to go on!

Whilst training refers to the process of teaching employees the knowledge and skills they need for their current job, development focuses on the career progression of employees. Both forms of learning are important.

Some forms of training are a legal requirement but organisations that invest in a comprehensive learning and development strategy will reap the rewards of having people who are more invested in their organisation's success.

Did you know, learning and development.....?

- can develop emotional intelligence and awareness, which are essential to a supportive and inclusive workplace culture
- can raise awareness of the needs and challenges faced by colleagues and/or customers, living with health conditions and disabilities
- can help employees develop resilience and personal resources for well-being
- can have a direct impact on employee engagement, retention and recruitment. A [2023 LinkedIn survey](#), found that 90% of organisations were concerned about retention and providing learning opportunities was the number one retention strategy
- enables an atmosphere in the organisation that encourages every employee to feel valued and welcomed

- improves skills and knowledge keeping employees up to date with developments in the industry
- improves the productivity of employees, which can increase the profits and efficiency of an organisation
- can enable you to grow your own talent and promotes employee independence
- promotes standardisation and enables transparency of company standards

Tips for employers

- At an organisational level, identify your employee learning and development and health and wellbeing needs to inform and prioritise your learning and development strategy or plan
- Ensure employees are given the opportunity to share their learning and development needs with managers and these are regularly reviewed
- Maintain records of staff training, to monitor attendance and learning outcomes
- Offer a range of training delivery methods, such as workshops, online training, face to face learning, shadowing or learning on the job
- Follow up with activities and continued learning to embed knowledge and skills
- Ensure some training topics are mandatory for all managers, for example, mental wellbeing and inclusive employment
- Ensure the learning is reflected in the actions of senior leaders and is supported by a positive organisational culture
- Ensure learning is a key feature of your induction programme

Service offer spotlight

The 2025 Workplace Health and Wellbeing Services Brochure

This brochure provides information for local workplaces on the range of FREE health and wellbeing services available to them.

These include:

- Mental health and wellbeing training and support
- Smokefree workplace training and programmes
- Domestic abuse training
- Inclusive employment training and support
- Healthy weight training and programmes
- Addiction and recovery training and support



For further details and the accessible version of the brochure, please visit our webpage [here](#)

2025 Workplace Health and Wellbeing Service Brochure

Campaigns



LGBT+ History Month

February 2025

This years LGBT+ History Month focus is on activism and social change, to find out more click here:

[LGBT+ History Month](#)



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

- [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

Please do not reply to this email

Send all queries to public.health@milton-keynes.gov.uk