

Healthy workplace, healthy you

Helping create the best working conditions for nursing staff, enabling them to deliver the highest standards of patient care.

A decorative graphic at the bottom of the page consisting of several overlapping, wavy bands in various colors including purple, yellow, green, blue, and orange, creating a sense of movement and energy.

What is a healthy workplace?

In a healthy workplace, employees can expect fair pay and rewards, work-life balance and dignity at work.

In healthy workplaces, employers actively protect employees' health and safety and provide access to learning and development opportunities.

Why is it important?

A positive working environment in health and social care benefits not only staff but patients. Creating the best possible working conditions for nursing staff enables them to deliver the highest standards of patient care.

Healthy working environments also supports the recruitment and

retention of staff, reduces sickness absence costs and subsequent agency spend.

What is the RCN doing?

We are calling on health and social care employers to recognise and act on the evidence linking healthy workplaces and staff health and wellbeing with improved patient experiences. We want all health and social care employers to value and invest in the nursing workforce and provide them with healthy workplaces, allowing them to care for their patients in a safe and compassionate manner.

This booklet details the calls that RCN is making to employers.



Work-life balance

In healthy workplaces, employers protect and promote work-life balance. Good employers respect the needs of all staff to balance work and life outside work by going above and beyond legal requirements.



Dignity at work

In healthy workplaces, employers promote a workplace culture where everyone is treated with dignity and respect. Treating patients and clients with dignity is essential in nursing practice but in order to do this effectively, nursing staff must also be treated with dignity by their employers, managers and colleagues.



Health and safety at work

In healthy workplaces employers create a safe and healthy working environment for all nursing staff. Addressing psychological risks to health such as stressful working environments and physical risks to health such as moving and handling, is essential in achieving staff wellbeing.



Job design

In healthy workplaces employers ensure jobs and tasks within the working environment are well-matched to nursing staff. This includes ensuring that staff have the skills to carry out their role and jobs, workplaces and equipment are designed to minimise any impact on health.



Learning and development

In healthy workplaces employers promote and make training, CPD and lifelong learning accessible for all staff. Learning and development can promote a healthy and safe working environment, support safe practice and support healthy working lives.



To find out more about the RCN's healthy workplace campaign visit
www.rcn.org.uk/healthyworkplace

If you have concerns about your working environment then please contact
your RCN workplace representative or RCN Direct on **0345 772 6100**.

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