

Module Code:	HLT521
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Module Title:	Workplace Health, Mental Health and Wellbeing
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Level:	5	Credit Value:	20
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Cost Centre(s):	GANG	JACS3 code:	B900
		HECoS code:	100473

Faculty	Social and Life Sciences	Module Leader:	Dr Sharon Wheeler
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Scheduled learning and teaching hours	6 hrs
Guided independent study	194 hrs
Placement	0 hrs
Module duration (total hours)	200 hrs

Guidance - normally, the university would expect to see the following amounts of contact time and independent learning time for taught modules as part of its Modular Curriculum Framework;

Level	Credit volume	Overall learning hours	Contact learning hours	Independent learning hours
Level 3	20 credits	200 hrs	40	160
Level 4	20 credits	200 hrs	36	164
Level 5	20 credits	200 hrs	30	170
Level 6	20 credits	200 hrs	24	176
Level 7	20 credits	200 hrs	21	179

Programme(s) in which to be offered (not including exit awards)	Core	Option
Standalone module aligned to BSc (Hons) Public Health and Wellbeing for QA and assessment purposes.	✓	<input type="checkbox"/>

Pre-requisites
None

Office use only

Initial approval: 19/07/2019
 With effect from: 01/09/2019
 Date and details of revision:

Version no:1

 Version no:

Module Aims

To learn about the importance of health, mental health and wellbeing in the workplace and the promotion of a healthy work environment. Students will discover what can trigger poor health, mental health and wellbeing, the effects it can have on a workforce and how it can impact business productivity. They will investigate how organisations can recognise those triggers, and learn to successfully apply management strategies and techniques to develop and promote an open and transparent workplace culture that will build resilience and have a positive impact on public health, mental health and wellbeing. Students will explore the different ways in which organisations can support health, mental health and wellbeing, to ensure that employees are happy, and performing to the best of their abilities, to ensure continued workplace productivity and reduce health inequalities.

Intended Learning Outcomes

Key skills for employability

KS1	Written, oral and media communication skills
KS2	Leadership, team working and networking skills
KS3	Opportunity, creativity and problem solving skills
KS4	Information technology skills and digital literacy
KS5	Information management skills
KS6	Research skills
KS7	Intercultural and sustainability skills
KS8	Career management skills
KS9	Learning to learn (managing personal and professional development, self-management)
KS10	Numeracy

At the end of this module, students will be able to		Key Skills	
1	Identify and analyse the main causes of health, mental health and wellbeing both in and out of the workplace.	KS1	KS3
2	Identify and analyse ways in which employees can improve their health, mental health and wellbeing and build resilience in the workplace.	KS1	KS3
3	Critically discuss the impact poor workplace practices have on employee health, mental health and wellbeing.	KS1	KS3
		KS5	KS6
4	Identify how poor workplace practices can impact on employee behaviour, attendance, morale, performance, discipline and productivity.	KS1	KS3
		KS4	KS5
		KS6	KS7
5	Critically explore contemporary organisational strategies for improving workplace health, mental health and wellbeing, and evaluate how they can shape and develop a positive and healthy workplace culture.	KS1	KS2
		KS3	KS5
		KS6	KS8
		KS9	

Transferable skills and other attributes

Interpretation and presentation of data and findings. Prioritising, problem solving, and decision making.

Derogations

N/A

Assessment:**Indicative Assessment Tasks:**

Students will be required to produce a portfolio, which comprises of the following elements:

A Moodle forum discussion around a chosen topic relevant to the module (500 words)

A poster promoting health and wellbeing in the workplace (500 words)

A communications strategy to support the implementation of a workplace health and wellbeing policy and strategy (1,000 words)

A reflective essay around a chosen topic relevant to the module (1,000 words)

The content of the portfolio may be subject to change to reflect new and emerging issues surrounding the topic of workplace health, mental health and wellbeing.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration or Word count (or equivalent if appropriate)
1	1, 2, 3, 4, 5	Portfolio	100%	3,000

Learning and Teaching Strategies:

The overall learning and teaching strategy is one of guided independent study, in the form of distance learning requiring ongoing student engagement. On-line material will provide the foundation of the learning resources, to support a blended approach, requiring the students to log-in and engage on a regular basis throughout the scheduled period of the module. There will be a mix of recorded lectures and supporting notes/slides, containing embedded digital content and self-checks for students to complete as they work through the material and undertake the assessment tasks. The use of a range digital tools via the virtual learning environment together with additional sources of reading will also be utilised to accommodate learning styles. There is access to additional support and chat facilities through Moodle for messaging and responding.

Syllabus outline:

- How the workplace features in the public health, mental health and wellbeing agenda in the UK.
- The principal internal and external environmental factors where health, mental health and wellbeing exists and operates.
- Management processes and business functions that operate within a health, mental health and wellbeing context.
- Evolving nature of the workplace and the impact health, mental health and wellbeing will have on shaping the landscape.
- HR strategies and frameworks that influence and support health, mental health and wellbeing.

Indicative Bibliography:**Essential reading**

Hesketh, I. & Cooper, C. (2019), Wellbeing at Work: How to Design, Implement and Evaluate an Effective Strategy, (1st edn), London, Kogan Page

Timms, P. & Cheese, P. (2017), Transformational HR: How Human Resources can Create Value and Impact Business Strategy, (1st edn), London, Kogan Page

Websites:

ACAS: <http://www.acas.org.uk/index.aspx?articleid=1361>

MIND: <https://www.mind.org.uk/>

Public Health Wales: <https://phw.nhs.wales>

Journals and Articles:

Kalliath, T. & Kalliath, P. (2012), Changing work environments and employee wellbeing: an introduction, International Journal of Manpower, Vol. 33 (7), pp.729-737

Other indicative reading

Roger, D. & Petrie, N. (2016), Work without Stress: Building a Resilient Mindset for Lasting Success, (1st edn), Columbus, McGraw-Hill Education

Peters, S. (2012), The Chimp Paradox: The Mind Management Programme to help You Achieve Success, (1st edn), New York, Random House