

Health and Wellbeing at Work Strategic Plan Template

<p>Our company Mission at xxxxx</p> <p>Example: To be the accountancy business partner of choice for the SME community and in doing help them and us grow sustainable business.</p>	<p>A statement that describes what we are, what our focus is and how we wish to be perceived in the market place.</p>
<p>A Pillar of our Mission at xx</p> <p>Example: To maintain and promote a culture of Health and Wellbeing for our employees and our customers.</p>	<p>One of perhaps a number of statements that underpin the mission statement.</p>
<p>Our Policy Statement</p> <p>Example: At xxx our Health and Wellbeing Policy recognises that health, and wellbeing like any other corporate responsibility, have to be managed successfully.</p> <p>We are committed not only to improving performance in health and wellbeing but we are also committed to health promotion by encouraging the adoption of healthier lifestyles for our staff and customers.</p> <p>The philosophy which underpins this commitment is one of self help and individual responsibility within a corporate framework, promoting and supporting good practice to comply with legislation, addressing key workplace risks to health and encouraging a healthy lifestyle culture. A range of specific policies have been adopted in support of this strategy.</p>	<p>A statement giving more detail of our philosophy to the promotion of health and wellbeing.</p>
<p>Specifically:</p> <p>Example: We will train champions to promote Health and Wellbeing in the workplace and also to help our clients develop their philosophy toward health and wellbeing.</p> <p>The key role of the champions will be to:</p> <ul style="list-style-type: none"> • Reverse a blame culture. • Ensure praise for good work. • Promote a healthy life style for ourselves and our customers both within our own and our customers organisations. 	<p>Champions can be a very effective way of developing and getting the message across.</p>

Policies that support Health and Wellbeing in our organisation are:

1. Alcohol and Substance Misuse Policy

Covers information, advice, confidential help and support regarding inappropriate alcohol consumption and illegal substance misuse.

2. Smoking Policy

Smoking is prohibited in our buildings and in the immediate vicinity of entrance doorways. We will support the NHS cessation program.

3. A Work/Life Balance Policy

This framework covers flexible working arrangements, maternity leave/pay, paternity leave/pay, adoptive leave/pay, parental leave and dependants leave.

4. A Stress Management Policy

Covers the causes of stress at work, risk assessment to address the underlying causes, provision of training and access to help and support services.

5. Harassment Policy

Provides staff with advice and guidance about perceived harassment in the workplace.

6. Flexible Working Policy

Provides staff with the opportunity to apply for changes to their working patterns in order to look after their dependants.

7. Home Working

We support home working where it minimises the risk to the health, safety and welfare of employees who may be required to work at home.

8. Occupational Health Strategy

Covers service providing independent, impartial and confidential advice and technical support in all areas relating to occupational health in the workplace.

9. Rehabilitation Policy

Covers the rehabilitation of staff with a medical condition returning to work following a period of absence from work.

10. Musculoskeletal/Display Screen Equipment Policy

Promotes practical measures to minimise the risk to the health, safety and welfare of all staff using display screen equipment and removes, so far as practicable, any stress caused by the use of display screen equipment through the provision of information and the

One proven way of reducing stress in the workplace is to develop, communicate and implement policy. Let everybody know what is important in your organisation. What they should expect from your organisation. What is and what is not acceptable in your organisation. You might like to add or subtract from this list dependent upon what your research told you was important for your workforce and your customers.

<p>promotion of good working practices.</p>	
<p>11. Musculoskeletal/Manual Handling Policy Establishes broad, general guidelines for the assessment and control of risks arising from the manual handling of loads and develops a strategy that avoids hazardous manual handling operations where possible and involves assessment of hazardous operations to remove or reduce the risk of injury.</p> <p>12. Physical Activity and Exercise Policy Covers information and advice on the benefits to health of exercise and provides access to exercise facilities and equipment.</p> <p>13. Healthy Eating Policy Covers the provision of a wide range of healthy and quality food options and encourages the adoption of healthy eating both inside and outside the work place.</p> <p>14. Green Travel Plan A five year program to reduce single occupancy car use amongst staff by promoting more sustainable travel options. It is hoped that the travel plan will reduce local congestion, car parking, local air quality and reduce our companies contribution to climate change.</p> <p>15. Mediation Service Trained mediators are available for staff to help with issues of conflict in the workplace. This is a totally confidential and impartial service designed to help parties reach amicable solutions to work relationship issues.</p>	
<p>How we will measure our success.</p> <p>Targets will be agreed with our Champions for these and other Health and Wellbeing issues.</p> <p>Using our baseline study we will measure:</p> <ol style="list-style-type: none"> 1. The number of our workforce that have ceased or reduced their smoking. 2. The number of those absent from work with a stress related condition. 3. The number of 3 day or more absences from work due to ill health. 4. The number of those working from home. 5. The number of those changing from using single car occupancy. 	

