Health and Wellbeing Framework
So what is Health and Wellbeing?

Do you think of.....?

- Occupational Health?
- Gym membership?
- Health surveillance?
- Stress Mgt?
- Referrals?
- Managers health checks?
- Absence Mgt?

....and others too?
Health and Wellbeing Model

Indicators:
- lifestyle management
- individual support and information
- access to HWB portal & other assessments
- wellness index
- build resilience
- targeted group initiatives
- external alliances

Components:
- management / HR referrals / case management
- counselling & physiotherapy
- workplace health risk management
- ‘statutory health surveillance’
- health assessments
- optional health assessments
- BUPA / manager health assessments
- personal coaching
- access to HWB portal & other assessments
- metrics
- wellness index
- benchmarking opportunities
- build resilience
- targeted group initiatives
- external alliances

Targeted Group Initiatives:
- targeted health promotion and campaigns

Workplace:
- sick absence management
- pre-employment screening

Generic Health Promotion and campaigns

Organisation:
- pre-employment screening
- health assessments
- BUPA / manager health assessments

Individual (Personal Wellness Review):
- stress management / Xpress programme
- build resilience

Lifestyle Management:
- lifestyle management
- individual support and information
- access to HWB portal & other assessments
- wellness index
- benchmarking opportunities
- build resilience
- targeted group initiatives
- external alliances
What we needed was a Framework that:

- Encompasses all aspects of health and wellbeing
- Captures the “full spectrum” from workplace risks through absence management to healthy and well people
- Lays out “what” should be done through a set of protocols, whilst providing the flexibility on “how” it should be achieved
- Draws on the clinical guidance for OHAG and others
- Enables comparison against the protocols to identify areas of risk exposure
- Provides benchmarking opportunities to drive out best practices
So that at the end of day, we….

- Manage the health risks to our people from the work that they do
- Manage the physical capability of our people to do their work
- Create a healthy place to work
- Encourage our people to adopt healthy lifestyles
- Minimise absence, maximise attendance and maximise employee engagement
So how do we bring all this together?

Programme Management

- Workplace Health Risk Management
- Individual Health Risk Management
- Absence/Attendance
- Workplace Wellbeing
- Individual Wellbeing

**Mandatory**
- Prevent ill health and injury in our workplace
- Prioritise activities to meet legal requirements

**Best Practice**
- Promote health and wellbeing in our workplaces
- Promote our industry as socially responsible

Workplace Compliance  Best Practice
Health and Wellbeing Programme Management

Clear Expectations  Quantified risks & Improvement plans  Ownership and delivery of plans
Performance measurement  Review and improvement

Policy  Strategy  Risks

RAG Status
Starting  RCR
RCR  Target
#REF!  Achieved
RRR (via)
Acceptability Matrix

Updated Date
Summary

Key Improvement Areas
08/09 SHIP Overview

Business Area:
Owner

Number of Actions Completed
Percentage Completed

Performance Indicator:
Total actions - completed
% completion

Total Number of Key Improvement Areas
Total Number of Actions

Total vs Completed Targets

Progress Against RCRs

Contractor Framework  Absence  H&S Profiles  Training  Assurance

RCR Scores

Comments:
status governed by lowest status against each Improvement Area
### Health and Wellbeing Programme Management

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#### Workplace Health Risk Management

Workplace risk to the health of employees must be minimised by identifying, evaluating and controlling potential health risks. Together with periodic exposure monitoring, health surveillance should be carried out for employees who are potentially exposed to risk to ensure that controls continue to be effective.

#### Individual Health Risk Management

The health of individuals must be safeguarded at all times by a robust health risk management programme. The programme must achieve compliance with statutory obligations and medical standards by delivering health assessments aligned to specific job roles. Health and medical surveillance procedures will identify, evaluate and control potential exposure to health hazards.

#### Absence/Attendance Management

The management of absence and attendance is critical to the success of organisations; any measures that employers can put in place to encourage reliable attendance will play an important part in reducing their operating costs and increasing efficiency and productivity. It is therefore important for employers to adopt and implement an effective attendance management policy and associated procedures.

#### Workplace Wellbeing

Workplace wellbeing incorporates aspects of workplace and individual health risk management. Processes, operating conditions, working practices and health and well-being programmes can contribute to a positive workplace environment. Employers should strive to exceed minimum requirements, in order to demonstrate commitment to the health and well-being of employees and improve productivity.

#### Individual Wellbeing

Individuals have a fundamental personal responsibility to maintain their own health and wellbeing. A number of lifestyle factors are known to impact on individual wellbeing such as alcohol abuse, lack of exercise, poor diet, sleep deprivation and stress. Employees should take the opportunity to participate in health initiatives, lifestyle assessments, and fitness programmes.
Enhancements?

- Potential to build an audit based regime behind the protocols
- Basis for developing a means to measure
- Enables improvement to be tracked against strategy
- Enables both leading and lagging indicators
Health and Wellbeing Management Framework

> Stakeholder engagement -
  ✓ HSE
  ✓ Local Government Agency
  ✓ National HESAC
  ✓ Occupational Health Conference
  ✓ AEP meeting

> Presented to ENA SHE Management Conference 2010

> Key platform to support the industry’s strategy “Powering Improvement” from 2010/11