

Health and Wellbeing Framework

So what is Health and Wellbeing?

Do you think of.....?

Occupational
Health?

Gym membership?

Health
surveillance?

Stress Mgt?



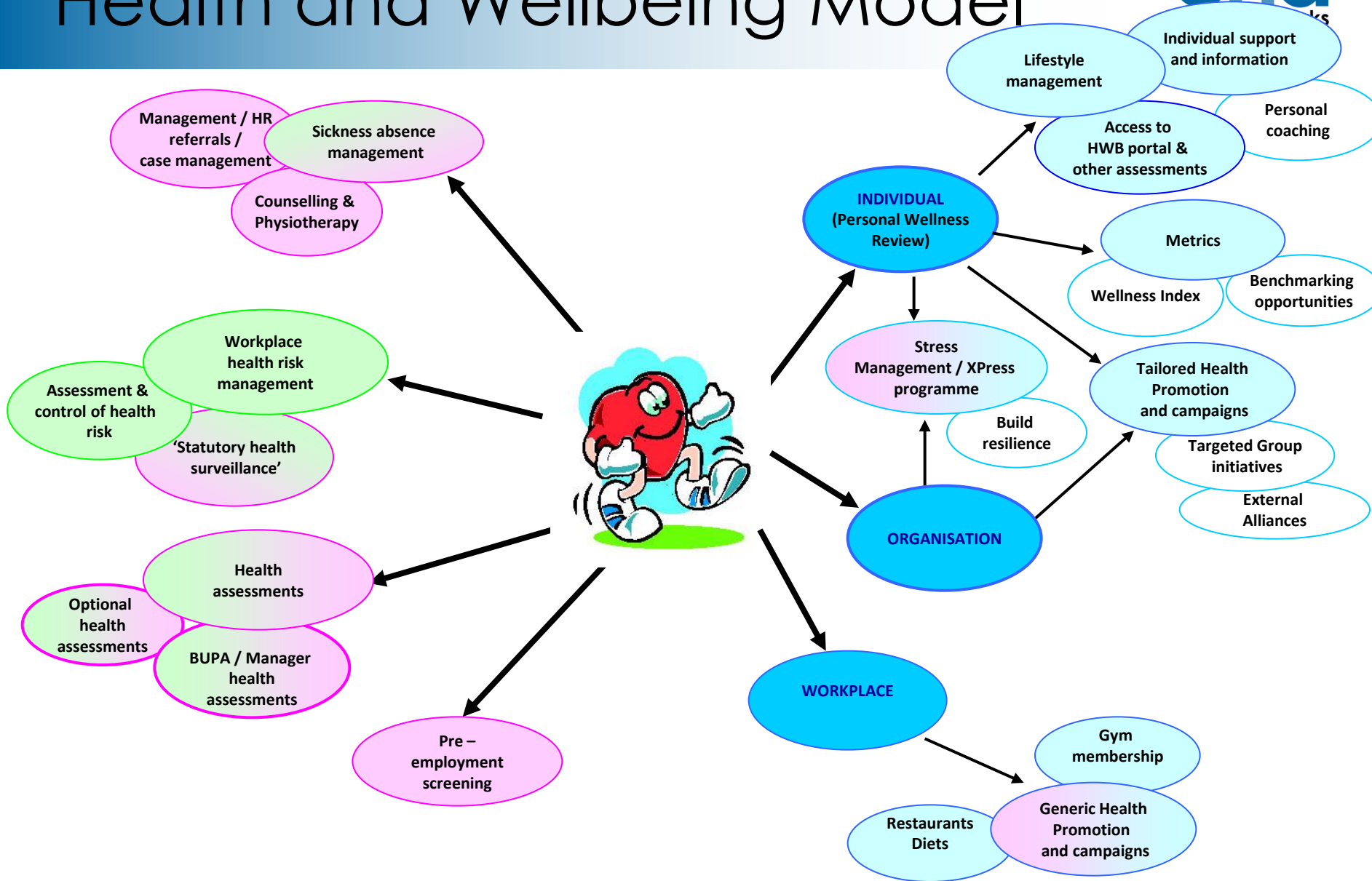
Managers health
checks?

Referrals?

Absence Mgt?

....and others too?

Health and Wellbeing Model



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

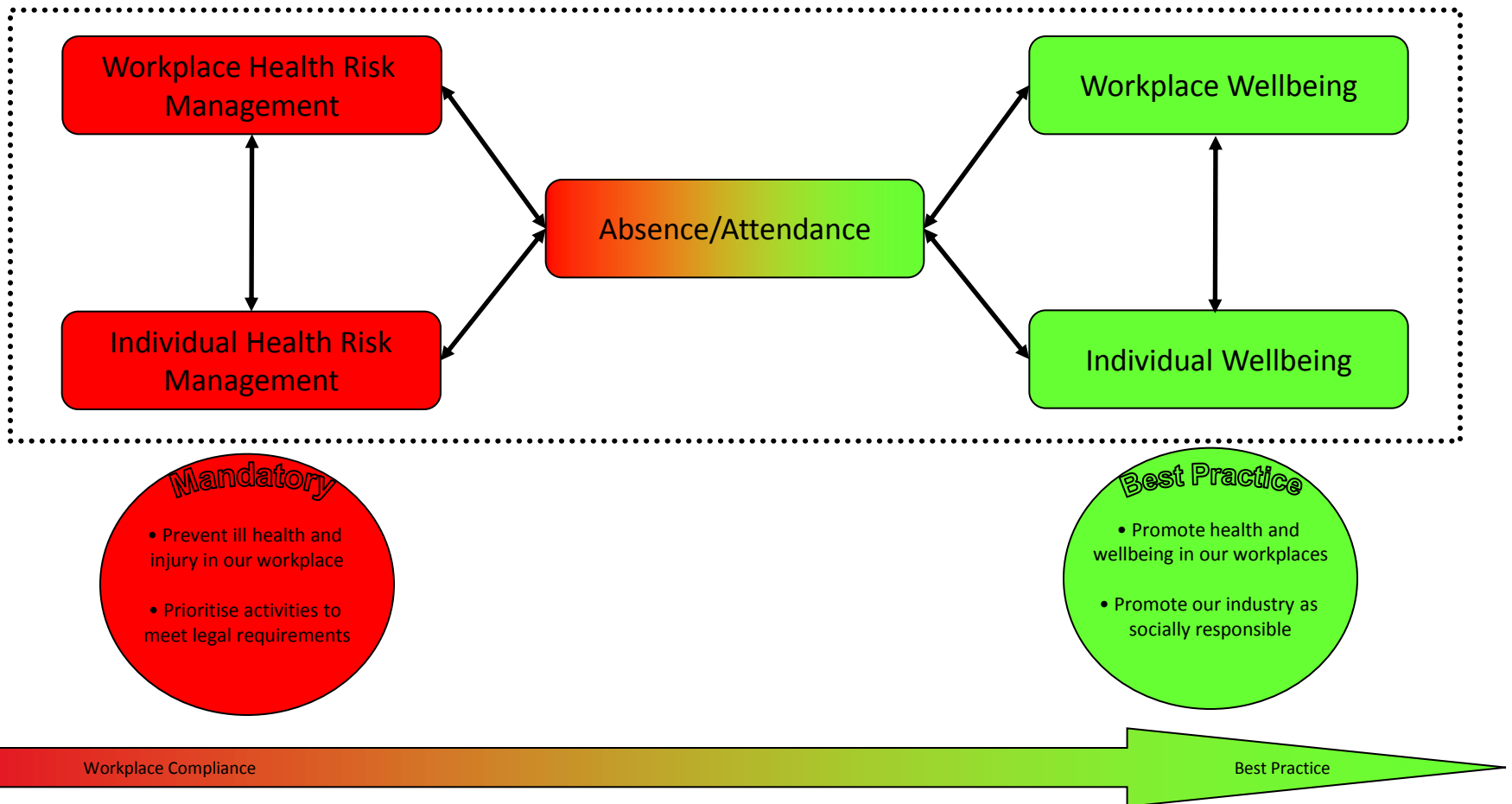
Health and Wellbeing Management Framework

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?

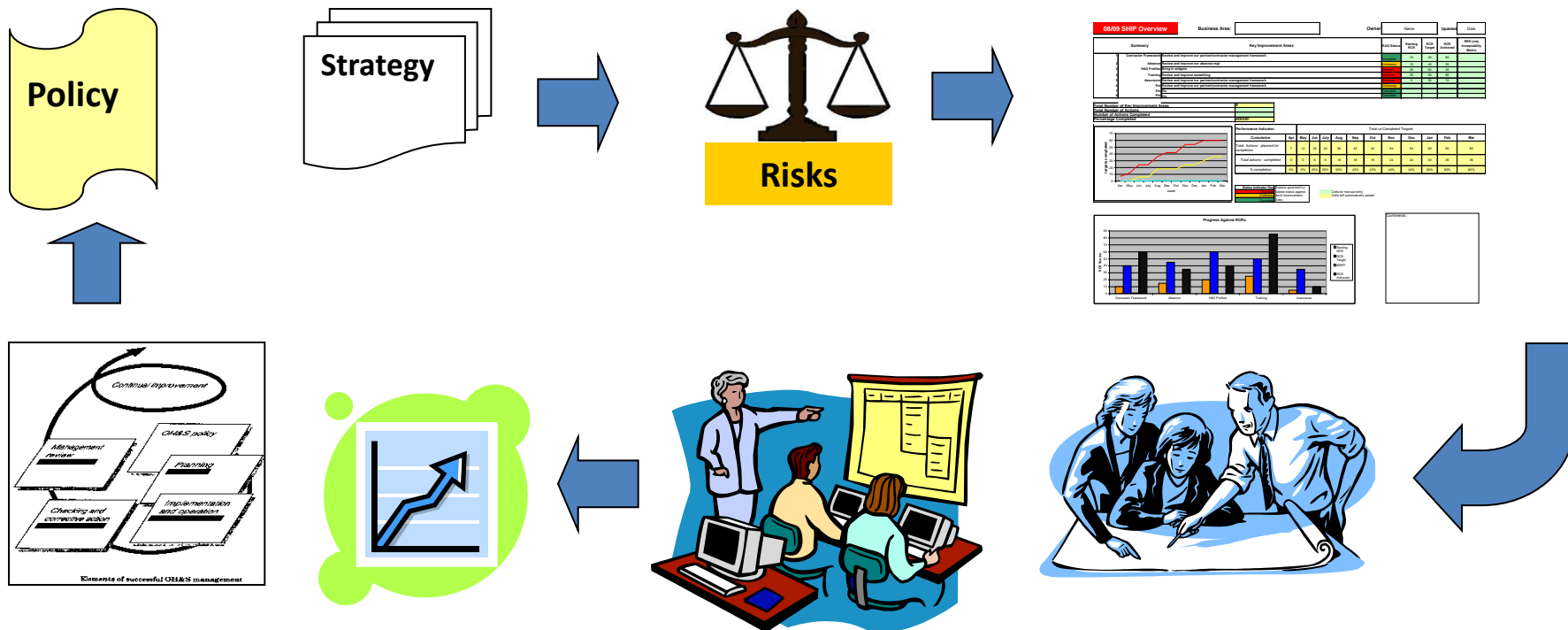
Programme Management



Health and Wellbeing Management Framework

Health and Wellbeing Programme Management

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



Health and Wellbeing Management Framework

Health and Wellbeing Programme Management

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

Workplace Health Risk Management	Individual Health Risk Management	Absence/Attendance Management	Workplace Wellbeing	Individual Wellbeing
<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>



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