

## **A planned and managed response to wellbeing at work**

**A package of consultancy support to enable you to create and implement a wellbeing strategy which is right for your organisation and is underpinned by best practice.**

**This will benefit your organisation in a number of important ways, not least:**

- ensures compliance with statutory and non-statutory guidance on managing stress
- clearly demonstrates to all outside parties that the organisation is committed to promoting wellbeing at work.
- improves performance of staff at all levels
- reduces staff absence and associated costs
- improves recruitment and retention
- creates a healthier, happier ethos

**The support will be tailored to meet your exact organisational needs and will enable you to:**

- apply the HSE Management Standards on Managing Stress or other Standards relevant to your organisation
- identify existing good practice within your organisation
- identify areas where policy and practice need to be improved
- achieve written policy documentation to support wellbeing at work
- benefit from a detailed briefing for senior managers
- access training for all managers (see Managers Training course)
- receive support in establishing in-house momentum for this initiative e.g. via a wellbeing working group and associated focus groups with an independent, expert advisor to facilitate meetings, if required
- benefit from advice on how best to manage staff consultation on developing policies/practices
- receive wellbeing training for all employees (see Developing Wellbeing course)
- receive individual training/support sessions for nominated members of staff
- establish a system for monitoring and review