



Defining the right health & wellbeing strategy

Nurturing physical and mental health should be top of mind for every company. But developing the most effective health and wellbeing strategy for your company can be daunting.

That's why we've put together this handy planner to make it easier for you to get started.

W Westfield
Health

Harder working health cover

Tips to help you fill out your plan

Work your way through each of the questions using the tips below as a guide

What are your organisation's goals?

- Business vision and strategy
- Objectives

What are your current health & wellbeing issues?

- Absence rates
- Occupational health cases or health insurance claims
- Employee satisfaction survey results

What are your health & wellbeing goals?

- Consider the issues you've identified
- Align to your organisational goals
- Set SMART objectives

Consider the following statutory obligations

- Health and Safety at Work Act 1974 (HSWA)
- Reporting of Injuries, Diseases & Dangerous Occurrences Regulations 1985 (RIDDOR)
- Management of Health and Safety at Work Regulations 1999
- Health and Safety (Display Screen Equipment) Regulations 1992 (amended 2002)
- Employment Equality Act 2010
- Access to Medical Reports Act 1988
- Your 'duty of care' obligations, including undertaking risk assessments and managing activities to reduce the incidence of stress at work

Consider these possible solutions for each of your different employee communities

Getting better

- Health cash plan
- Occupational health
- Income protection
- Return to work process

Faster access to treatment

- Health cash plan
- Private medical insurance
- Hospital treatment insurance
- Employee assistance programme

Healthy & happy

- Health cash plan
- Health & wellbeing days
- Employee assistance programme
- Stress management
- Gym membership
- Sports teams
- Cycle to work
- Access to healthy snacks

Early diagnosis

- Health cash plan
- Employee assistance programme
- Health risk assessment surveys
- On-site mini health checks



Developing a health & wellbeing plan

What are your organisation's goals, and which of them are affected by people and performance?

What are the current issues affecting the delivery of these goals? Which of these can be addressed by implementing a health & wellbeing strategy?

Are there separate employee groups who need different benefits?

Community 1

Community 2

Community 3

Taking the above into consideration, what are your health & wellbeing goals?

What are your statutory obligations?

Your chosen benefits by employee group

Community 1

Community 2

Community 3

Where to go for further help

Health & Safety Executive – hse.gov.uk

CIPD – cipd.co.uk

British Heart Foundation – bhf.org.uk

MIND – mind.org.uk

Investors in People – investorsinpeople.co.uk

COHPA – cohpa.co.uk

The Workplace Wellbeing Charter –
wellbeingcharter.org.uk

Or contact your local council or
healthcare intermediary.



Harder working health cover

Here to help

We'll always work hard to make sure that the way we deliver our health cover is as exceptional as the cover itself. So if there's anything you want to know about us or the plans we offer, we're right here.



Phone

0114 250 2385

available 8am to 6pm, Monday to Friday



Online

iod.com/healthplan