



Defining the right health & wellbeing strategy

Nurturing physical and mental health should be front 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.



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 and wellbeing issues?

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

What are your health and 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 and happy

- Health cash plan
- Health and wellbeing days
- Wellbeing Workshops
- Mental resilience workshops
- Employee assistance programme
- Health and lifestyle screening
- Health calendars
- Sleep programme
- Stress management
- Gym membership
- Cycle to work scheme

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 and 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 and 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.

We believe in **well beings**

Start your health and wellbeing journey today:

Telephone: 0345 602 1629

available 8am to 6pm, Monday to Friday

westfieldhealth.com/business

Email: businessenquiries@westfieldhealth.com



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Registered Office: Westfield House, 60 Charter Row, Sheffield S1 3FZ.
Telephone 0114 250 2000.