

StaffWise - Promoting Staff Health at Work

To talk about/ think about:

- **Take a broad and balanced approach** that takes account of physical, mental and emotional health and wellbeing. Use the Healthy Working Lives site and Health Events Planner to identify topics and activities that may be of interest to staff.
- **Involve staff** in a simple needs assessment. Establish a small working group to help develop a programme that meets staff needs and reflects areas of interest.
- **Start small and build on success.** Display and distribute information on a topic of interest. Arrange a visiting speaker or an activity session for staff.
- **Create a display area** and change the content on a monthly/ quarterly basis. Take and display photographs, but only with staff permission!
- **Establish a 'lending library'** made up of books, magazines, DVDs, CDs which staff are willing to swap and share.
- **Ask for support.** Contact the local HWL advisory team who may be able to provide practical support and offer guidance on choice of topics/ activities. Think about other useful contacts such as local health promotion officers, community fitness personnel, local colleges
- **Evaluate your programme.** Invite feedback from staff after each topic or activity. Use comments and suggestions to help guide future plans.
- **And remember . . .** it's impossible to please everyone. Focus on the successes, however small they may be. Allow the momentum to build slowly and gradually.

| Focus <i>Activity/ Info/ Talk</i> | Display Board Items | Proposed Date | To Do/ To Prepare | Co-ordinator/ key staff | Evaluation |
|--------------------------------------|------------------------|-----------------------|----------------------|----------------------------|------------|
| | | September/ October | | | |
| | | November/ December | | | |
| | | January - March | | | |
| | | April - June | | | |