

# BDC – EMPLOYEE WELLBEING FRAMEWORK

Three Pillars – Physical, Mental and Financial Wellbeing - 2023

## Operational

- Occupational Health
- Health Surveillance Programme
- 24/7 Employee Assistance Programme
- Sickness Absence Management Policy
- Team Meetings/Tool Box Talks
- Discounted Access to Council Leisure Facilities
- Access to Council Health Referral Programme
- Kaarp Benefits Scheme

## Corporate Support

- Workplace Culture
- People Strategy
- Corporate Training
- Agile Working, Family Friendly and Wellbeing Policies
- Development of supportive policies including a Menopause Policy

## Awareness/Initiatives

- Mental Health Awareness Training
- Employee Wellbeing Training
- Sickness Absence Management Training
- Safeguarding Training
- Time to Talk Day
- Stress Awareness Month
- Financial Wellbeing Advice and Information

## Individual - Employee

- One to One Meetings
- Employee Support Plans
- Counselling
- Physiotherapy
- Eye Tests
- Cycle to Work Scheme / Access to Beneden Health
- Flu Jab Vouchers