

# Workforce Health and Wellbeing Framework 2024-2027

We are committed to fostering a workplace that promotes the health, happiness, and overall wellbeing of our workforce. In recognition of the vital role our wellbeing plays in both personal and professional success, we have developed a new Health and Wellbeing Framework designed to support every aspect of your wellbeing, incorporating these five pillars:



Through this framework, we aim to provide resources, initiatives and support systems that help you maintain a healthy work-life balance. We believe that by investing in your wellbeing, we not only enhance an individual's experience but also strengthen our collective ability to deliver outstanding services to our communities.

## To implement this framework we will:

- Develop a detailed action plan with specific activities, timelines and responsible parties.
- Ensure ongoing stakeholder engagement and collaboration across departments by having regular discussions regarding the progress at Senior Leadership and Service Manager forums.
- Conduct pilot programmes for new initiatives and scale up successful ones.
- Regularly review the framework to reflect changing employee needs and organisational goals.

For more detailed information, please refer to the Workforce Health & Wellbeing Framework which can be found in [S:\HR&Payroll](#)