



Occupational Health Organisational Standards

Occupational Health Strategic Vision Guidance

Occupational health can include activities related to the wellbeing of staff, prevention and recovery from health issues at work.

1. There is a written strategy, based on a clear ethical and value-based statement, for Occupational Health across the organisation being implemented.		
1.1 Attach evidence of your organisation's strategy for Occupational Health. (If you are unable to provide links, please email to tick@tickaccreditation.com)		
Possible evidence (<i>this list is not exhaustive</i>)		
<ul style="list-style-type: none"> • Website screenshot • Statement/policy • Annual reports • Staff handbook 		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Evidence attached		

1.2 Describe how you implement Occupational Health strategy, such as review and monitoring.		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
An organisation-wide position statement is in place.	There is a strategy including a clear ethical and value-based statement for	There is also evidence of policy and a cycle of evaluation and review of the strategy against identified



	occupational health that considers organisation and individual level needs, the capacity and nature of organisation (e.g. SME, multi-site).	outcomes, such as absence targets. Annual reporting is available for internal and external audiences (for medium and large organisations).
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2. The Occupational Health strategy is referenced and embedded in other key organisational policies and procedures, such as whistleblowing, diversity, bullying and harassment or equality.		
2.1 Attach evidence of how occupational health strategy is embedded and referenced across other key policies and procedures such as health and safety, absence, or performance management (up to 5). (If you are unable to provide links, please email to tick@tickaccreditation.com)		
Possible evidence (<i>this list is not exhaustive</i>)		
<ul style="list-style-type: none"> • Policies • Procedures • Guidance for producing policies/procedures 		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Evidence attached		

2.2 Give examples of how you ensure that occupational health strategy is embedded in other areas of the organisation.		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
The organisation has referenced and can identify procedures or policies that refer to the occupational health of staff.	Staff occupational health is integral to key policies, not only referenced, but woven in throughout the documents (only evidenced through the policy/procedures).	Policies and procedures are developed with a people-first approach, inherently building in staff sensitive approaches. The planning is evidenced through meeting minutes, agendas or similar. There is clear evidence that there is an impact on staff wellbeing across the organisation.