



Occupational Health Organisational Standards

Occupational Health Strategy Monitoring Guidance

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

1. Leaders and managers recognise the impact of mental health and wellbeing for their team(s) and their organisation.		
1.1 Attach evidence that leaders and managers recognise the impact of mental health and wellbeing has on their team(s) and the organisation. (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"> • Staff survey • Managers' survey • Appraisal guidance • Staff handbook • Examples of staff communications 		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Evidence attached		

1.2 Give examples of how leaders and managers recognise and support all individuals' mental health and wellbeing.		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Leaders and managers support individuals (including home	Workflows, procedures and responses to events (such as	Leaders and managers feel comfortable having supportive



workers) to have an appropriate work-life balance and to use leave, the impact of personal issues on wellbeing and work performance is recognised (e.g. staff feedback shows staff recognise this).	recovery from impact of the pandemic or home working) are people-focussed and designed with tolerable levels of stress in mind for staff involved. Decisions that could affect wellbeing are communicated clearly and rationale explained.	wellbeing conversations with staff and feel able to reflect on their own mental health experiences.
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2. Mental health and wellbeing is monitored across the organisation, including the impact of initiatives, resources, training and services.		
2.1 Attach evidence of how mental health and wellbeing strategy is monitored across the organisation. (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"> • Data • Staff surveys • Strategy review documents • Annual reports • Data from Employee Assistance Programmes/ Occupational Health 		
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 mental health and wellbeing is monitored across the organisation, including the impact of initiatives, resources, training and services.		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Readily accessible data, such as retention or absence, is used to monitor wellbeing across the organisation.	Staff surveys or tools, such as the Mental Wellbeing Assessment for smaller organisations, are used to monitor wellbeing. Results are fed into the plan, do, review cycle	Staff surveys (or formal/informal feedback for smaller organisations) are also used to monitor factors that are known to affect staff wellbeing, such as workload or



	for the organisation strategy.	management style. There is evidence of collaboration with expert support, such as occupational health or employee assistance programmes to obtain a deeper understanding of the data/trends.
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