



# Occupational Health Organisational Standards

## Occupational Health Training Provision Guidance

This category relates to one training course related to the health of staff in work.

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

1. A training course is provided on the basis of an evidence base and the effectiveness monitored.		
1.1 Attach evidence of an occupational health-related training course.		
Possible evidence ( <i>this list is not exhaustive</i> )		
<ul style="list-style-type: none"> <li>• Website/ intranet screenshots</li> <li>• Marketing literature</li> <li>• Staff communications</li> <li>• Attendance figures</li> <li>• Assessment reports</li> <li>• Staff survey</li> <li>• Feedback</li> <li>• Annual reports</li> <li>• Data (e.g. % of staff accessing)</li> </ul>		
<b>Bronze</b>	<b>Silver</b> ( <i>as Bronze, but also...</i> )	<b>Gold</b> ( <i>as Silver, but also...</i> )
Evidence attached		

1.2 Describe how the training course is based on identified need and selected according to evidence that it is suitable for the purpose.
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<b>Bronze</b>	<b>Silver</b> ( <i>as Bronze, but also...</i> )	<b>Gold</b> ( <i>as Silver, but also...</i> )
Training is based on an identified need and selected according to evidence that it is suitable for the purpose. Tools are used to evidence or reflect on this. For a smaller organisation resources etc. may be externally provided or funded.	Data is used to identify the need for the course.	Training is delivered in different ways and the engagement, usage, effectiveness of each is considered (for example training is offered online, in-person or a combination of both).

1.3 Give examples of how the training course is monitored across the organisation, including the impact.

<b>Bronze</b>	<b>Silver</b> ( <i>as Bronze, but also...</i> )	<b>Gold</b> ( <i>as Silver, but also...</i> )
Readily accessible data, such as staff feedback, post-training surveys are used to monitor course effectiveness across the organisation.	Staff surveys or monitoring tools are used to monitor impact and measure training outcomes.	Course monitoring and feedback inform future training provision (such as other courses or course content).