



Occupational Health Organisational Standards

Organisation-wide Occupational Health Provision Guidance

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

1. A range of training, resources and services is available for staff at universal, individual self-help and targeted support levels, including access to Employee Assistance Programmes (EAP) and Occupational Health as relevant.		
1.1 Attach evidence of the range of training, resources and services that are available for staff. (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"> • Induction training • Website/ intranet screenshots • Marketing literature • Staff communications • Attendance registers/reports • Assessment reports • Staff survey • Feedback • Data (e.g. % of staff accessing different levels) • EAP data 		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Evidence attached		



1.2 Describe how the training, resources and services are made accessible to all staff.

Bronze	Silver (as Bronze, but also...)	Gold (as Silver, but also...)
Provision or resources are available for all staff, regardless of their situation (e.g. low-paid, home worker, zero hours, volunteer or driver) when required (an as-need basis). For a smaller organisation these may all be externally provided or funded.	Training, provision or resources are also available on a self-service basis. Provision is promoted to all staff, regardless of their situation.	The access to training, resources and services is monitored, including a review of access by different groups of staff (e.g. underuse by low-wage staff).

2. Universal provision includes access to self-help resources.

2.1 Attach evidence that universal provision includes access to self-help resources, such as information, training or signposting. (If you are unable to provide links, please email to tick@tickaccreditation.com)

Possible evidence (*this list is not exhaustive*)

- Website/ intranet screenshots
- Marketing literature
- Mentoring programme details
- Staff communications
- Attendance figures
- Assessment reports
- Staff survey
- Feedback
- Annual reports
- Data (e.g. % of staff accessing)

Bronze	Silver (as Bronze, but also...)	Gold (as Silver, but also...)
Evidence attached		

2.2 Give examples of how self-help provision has been reviewed and refined.



Bronze	Silver (as Bronze, but also...)	Gold (as Silver, but also...)
Feedback and effectiveness is monitored. Data is used to tailor or develop provision (including by providers).	Surveys or similar (for small business this may be team or management meetings) are used to review self-help provision.	Access to occupational health provision is also used to inform self-help provision (such as increase in support for stress leads to more self-help resources for stress).