



# Occupational Health Organisational Standards

## Staff Voice in Occupational Health Strategy Guidance

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

1. Individuals recognise their own health and wellbeing and feel safe to express their needs.		
1.1 Attach evidence that individuals across the organisation recognise their own health and wellbeing needs. (If you are unable to provide links, please email to <a href="mailto:tick@tickaccreditation.com">tick@tickaccreditation.com</a> )		
Possible evidence ( <i>this list is not exhaustive</i> )		
<ul style="list-style-type: none"> <li>• Staff survey</li> <li>• Case studies</li> <li>• Manager surveys</li> <li>• Employee surveys</li> <li>• Data from Employee Assistance Programmes/ Occupational Health</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 individuals across the organisation are safe to express their health and wellbeing.		
<b>Bronze</b>	<b>Silver</b> ( <i>as Bronze, but also...</i> )	<b>Gold</b> ( <i>as Silver, but also...</i> )
There is evidence (feedback, requests for	Individuals recognise their own needs and feel able to engage	Individuals across the organisation recognise their responsibilities in



<p>service, suggestion box, survey results) that individuals in the organisation make requests that support their own health and wellbeing needs.</p>	<p>with their manager/the organisation/support services when experiencing poor health. Managers feel secure enough in their knowledge to respond empathically and provide or signpost support.</p>	<p>proactively supporting the wellbeing of colleagues. Those experiencing poor health feel supported by the organisation, managers and colleagues.</p>
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<p>2. Staff at all levels and in all circumstances are engaged in the development, deployment and monitoring of the Occupational Health strategy, including unions, or minority groups, such as ethnicity groups, LGBT+, low-paid and contractors.</p>		
<p>2.1 Attach evidence that staff at all levels and in all circumstances are engaged in the development, deployment and monitoring of the organisation's Occupational Health strategy. (If you are unable to provide links, please email to <a href="mailto:tick@tickaccreditation.com">tick@tickaccreditation.com</a>)</p>		
<p>Possible evidence (<i>this list is not exhaustive</i>)</p>		
<ul style="list-style-type: none"> <li>• Agenda/ minutes</li> <li>• Strategy document</li> <li>• Plan</li> <li>• External surveys (e.g. Investors in People)</li> </ul>		
<p><b>Bronze</b></p>	<p><b>Silver</b> (<i>as Bronze, but also...</i>)</p>	<p><b>Gold</b> (<i>as Silver, but also...</i>)</p>
<p>Evidence attached</p>		

<p>2.2 Give examples of how representatives across the organisation are involved in the development and review of the Occupational Health strategy.</p>		
<p><b>Bronze</b></p>	<p><b>Silver</b> (<i>as Bronze, but also...</i>)</p>	<p><b>Gold</b> (<i>as Silver, but also...</i>)</p>
<p>Representatives from across the organisation are involved in the development/review of the strategy (for a small organisation this may</p>	<p>Individuals at all levels and from different sectors of the population (including those based off-site such as home-workers or drivers) are able to</p>	<p>The organisation has explored other ways of allowing staff to feed into or feedback on the occupational health strategy and provision, such as suggestion</p>



<p>include external expertise).</p>	<p>take part in regular staff engagement forums, or provide feedback in a way that works for them, on topics related to health and wellbeing (for smaller organisations this may be as simple as an agenda item at staff meetings or in line management).</p>	<p>boxes or anonymous surveys.</p>
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