

THE CORPORATE HEALTH STANDARD



The [Corporate Health Standard](#) (CHS) is part of the 'Healthy Working Wales' programme and is a quality framework and award for health and well-being in the workplace. The CHS was developed to recognise good practice and is awarded on the basis of the quality of an organisation's activity, designed to improve the health of its workforce.

The CHS adopts an organisational development approach by promoting good management practice through seven core components.

It also addresses eight specific health issues and progresses corporate social responsibility and sustainable development. The specific health issues include tobacco, mental health and well-being, musculoskeletal disorders, alcohol and substance misuse, food health and well-being and physical activity.

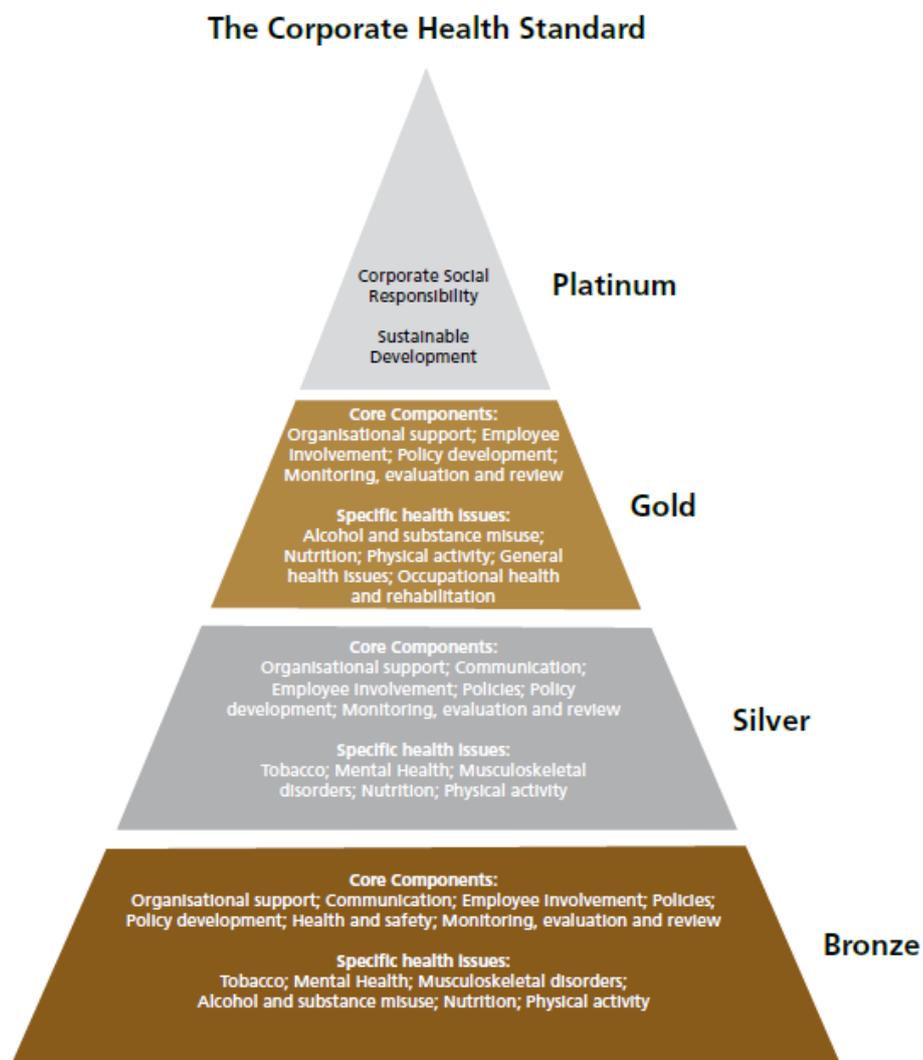
The CHS is a progressive programme and is awarded in Bronze, Silver, Gold and Platinum to reflect each development stage achieved and is valid for three years and re-assessed thereafter.

The work to achieve the CHS is consistent with the business excellence model, which drives quality and organisational development in many organisations.

Benefits

Employers engaged in the award programmes have reported benefits including:

- reduced sickness absence, increasing staff in work each working day
- reduced stress levels across the workforce
- happier staff, increasing motivation and productivity.



The diagram summarises the key areas covered at each award level.

GOLD HISTORY

Cardiff and Vale UHB was awarded the Gold level CHS in February 2014. Revalidation of the Gold Standard was due on 14 March 2017 and we now have 6 months to prepare for the assessment in September.

GOLD BACKGROUND

The work on the Gold criteria is monitored and maintained through the Health and Wellbeing Steering Group.

The CHS is divided into two sections:

1. **Organisational support** – How sustainable employee health and well-being is influenced through the ethos and culture of the business/organisation and its leadership process.
2. **Specific health issues** which are essential for sustainable health and well-being improvement in the workplace.

The UHB is required to produce a portfolio of evidence which will be reviewed by means of a 'mock' visit in July 2017. During the full assessment in September 2017, a small group of independent assessors will:

- review the evidence in the portfolio
- meet the Health and Wellbeing Steering Group to ask questions about the evidence in the portfolio
- visit various areas of the workplace to meet employees who have benefited from the health interventions, and view the resources available to support the information in the portfolio.

PLATINUM HISTORY

Cardiff and Vale UHB achieved the Platinum Corporate Health Standard in November 2014. Revalidation is due on 7 April 2017 and the UHB has 6 months complete the necessary work.

PLATINUM BACKGROUND

The Platinum Award differs from the Bronze, Silver and Gold levels in that it is awarded in addition to Gold, and therefore the UHB must maintain its focus on all areas of the Gold Standard on an ongoing basis in order to be eligible to apply for assessment at Platinum level.

Receiving this standard recognises the organisation's commitment to sustainable development and corporate social responsibility work, in addition to continued effort to improve the health and wellbeing of its employees.

To achieve the Platinum Award the UHB is required to demonstrate that it is an exemplar employer with sustainable development as an integral part of its business practice and culture under 6 key criteria. These are:

- Transport
- Procurement
- Facilities management
- Capital build
- Employment and skills
- Community engagement

The action taken in each area can be quite diverse with the standard itself only suggesting possible areas for action rather than giving a completely prescriptive list of activities. During the assessment process each criteria will be assessed as either:

- Starting out
- Getting there, or
- Leading the way

In order to achieve the award, 4 of the 6 criteria need to be assessed as 'Leading the Way'.