



Cardiff & Vale University Health Board; Corporate Health Standards – Improving the Health of our Workforce



Within Cardiff and Vale UHB we want to ensure that we promote a healthier Wales, in line with the Well-being of Future Generations Act, and improve the health of staff now and in the future.

The benefits of working towards the Corporate Health Standard include:

- Supporting the health and well-being of employees and encouraging them to become involved in healthy activities, thus reducing absenteeism and increasing productivity;
- Promoting and supporting good working (Human Resource) practices;
- Sharing good practice with others;
- Supporting, helping to identify, and addressing, specific health issues; and
- Demonstrating a commitment, both internally and externally, to maintaining and improving the health of your workforce.

Cardiff and Vale UHB currently holds Gold and Platinum Awards – Gold revalidated in September 2017 and Platinum in October 2017



Long Term



By focusing on staff health and wellbeing, including a dedicated health and wellbeing group, and the inclusion of health and wellbeing on the agendas of Clinical Board and Executive Board meetings, we aim to improve overall health, wellbeing and support. In the future, health and wellbeing will be included in action plans and within corporate strategies, and should be integrated within the working practices and business planning throughout the Health Board.

Prevention



We understand that prevention is better than cure in our health and wellbeing, therefore we are targeting a number of areas to improve opportunity and support for our staff. Managing for Health and Safety, Health, Work and Wellbeing, Tobacco, Mental Health and Wellbeing – Management of Pressure, Musculoskeletal Disorders, Alcohol and Substance, Nutrition & Physical Activity.

Integration



The Corporate Health Standard is a free service which is funded as part of the Welsh Government's 'Healthy Working Wales' programme. It is the national quality framework and award for employers to improve health and wellbeing in the workplace. It is awarded by the Welsh Government and supported by Public Health Wales.

Collaboration



The organisation engages with Public Health Wales and Local Authorities about the local walking and cycling network and sustainable travel plans. The Workforce & Organisational Development team do a lot of work in partnership with the Public Health Team; including the flu campaign, the development of Making Every Contact Count into our workforce processes and the development of an updated Equality Health Impact Assessment.

Involvement



Many of the activities are staff led and have been designed by staff groups to address a need they have identified. A range of communication methods are being used to ensure health and wellbeing messages are disseminated to all staff. Newsletters and the intranet site are used to convey health and wellbeing information. Employees have mechanisms available for them to feedback or make suggestions, and are consulted on policy developments/ reviews. Health and wellbeing advocates/ champions are being developed to target communicating specific messages.

If you would like to know more about Corporate Health Standards or are aware of any initiatives that you would like us to know about, please contact:

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