
Overview

This standard is about ensuring that appropriate strategies are in place to manage the health and wellbeing of staff. It includes designing and communicating health and wellbeing strategies, gaining commitment from senior decision-makers, providing support to both individuals and managers and evaluating health and wellbeing strategies to inform continuous improvement. It is for HR professionals who are involved in the management of health and wellbeing.

**Performance
criteria**

- You must be able to:*
- P1 Identify current and emerging trends, innovations and best practice relating to staff health and wellbeing
 - P2 Design health and wellbeing strategies that meet organisational needs, seeking advice from technical experts as appropriate
 - P3 Seek commitment to health and wellbeing strategies from senior decision makers, highlighting the benefits to the organisation
 - P4 Communicate health and wellbeing strategies to staff in order to encourage take-up
 - P5 Advise and support managers in operating health and wellbeing strategies
 - P6 Support individuals in resolving health and wellbeing issues
 - P7 Identify legislative changes that may impact health and wellbeing strategies
 - P8 Evaluate health and wellbeing strategies, assessing their impact on all areas of the organisation
 - P9 Make suggestions for continuous improvement of the organisation's health and wellbeing strategies

Knowledge and understanding

You need to know and understand:

- K1 The organisation's strategy, performance goals and drivers
- K2 The sector in which the organisation operates and the market factors that impact on its performance
- K3 How to identify current and emerging trends, innovations and best practice relating to staff health and wellbeing
- K4 Sources of technical expertise and how to access them
- K5 How to design health and wellbeing strategies to meet organisational needs
- K6 The benefits of health and wellbeing strategies to organisations and how to use these to gain commitment from senior decision makers
- K7 Methods of communicating with staff to encourage take up of health and wellbeing strategies
- K8 Techniques of advising and supporting managers in operating health and wellbeing strategies
- K9 How to support individuals in resolving health and wellbeing issues
- K10 Sources of information on legislative changes
- K11 Evaluation methods that can be used to assess the impact of health and wellbeing strategies on all areas of the organisation

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Manage health and wellbeing

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