

Appendix 3 - Employee Health & Well Being Strategy
CAERPHILLY COUNTY BOROUGH COUNCIL EMPLOYEE WELLBEING STRATEGY

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| VISION | Working together for the good of all | | |
| VALUES | <ul style="list-style-type: none"> ▪ Value employees as our key resource ▪ Promote employee's professional and personal development ▪ Have a culture based on respect, dignity, development and support ▪ Committed to equality ▪ Committed to sustainable development ▪ Provide leadership for well-being within the county borough | | |
| PRIORITIES | To be a caring and committed employer and leading the way in innovative practice for local government in Wales | | |
| OBJECTIVES | FOR EMPLOYEES | FOR THE ORGANISATION | FOR THE WIDER COMMUNITY |
| | <ul style="list-style-type: none"> ▪ Provide a healthy and safe working environment ▪ Develop staff to their full potential ▪ Embed policies and practices which promote health and well-being | <ul style="list-style-type: none"> ▪ Provide continuous development for employees ▪ Perception of CCBC as a good place to work ▪ Support employees during times of need ▪ Enable and inform employees on the benefits of healthy lifestyles ▪ Provide opportunities for staff to access activities | <ul style="list-style-type: none"> ▪ Provide leadership in promoting well-being ▪ Work in partnership to deliver well-being and health improvement |
| ENABLERS | | | |
| PEOPLE | <ul style="list-style-type: none"> ♦ Create a supportive and caring environment for employees ♦ Value good performance ♦ Individuals take responsibility for their own health & well-being ♦ Act as role models & advocates to encourage healthy lifestyles amongst employees & the wider community | | |
| ORGANISATION | <ul style="list-style-type: none"> ♦ Create a supportive and caring environment for employees ♦ Nurture leadership and development ♦ Provide comprehensive policy framework to promote health and well-being ♦ Recognise and value good performance | | |
| PARTNERS | <ul style="list-style-type: none"> ♦ Work with key partners to deliver services for staff and the community ♦ Work in partnership to improve the health of the county borough | | |
| ELECTED MEMBERS | | | |



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| | ♦ Act as role models to encourage healthy lifestyles amongst employees |
| COMMUNICATION | ♦ Maintain open communication with and from employees ♦ Develop strong branding for wellbeing @ work activities ♦ Ensure consultation with employees and provide feedback |

