

Resilience in the workplace - what help is available to you?



Policy, Strategy and Risk Assessments

Managing Resilience and Wellbeing Policy - corporate policy detailing individual responsibilities, organisational arrangements and support

- **Risk Assessment tools for Resilience** proactive team/role assessment tool, individual employee assessment tool and return to work discussion aid for long term absences but particularly for absences that are stress related absences and/or musculoskeletal absences
- **Workplace Health and Wellbeing Strategy** - assists Group Leadership Teams (GLT) in achieving statutory obligations in accordance with WCC Health and Safety Management System for the control and promotion of occupational health and wellbeing significant risks
- **HR Business Partners (BP's)** - strategic approach to sickness including reporting and taking action



Occupational Health and Training

- **Occupational Health** - proactive and reactive provision and support provided by Duradiamond accessed through HR Advisory Service via manager referral. The Occupational Health team are qualified specialists in assessing fitness for work and are required to provide advice to both the manager and the employee
- **Learning and Development - competency framework**
- **Training** is available as follows and bookings can be made via WILMa:
- **Leading with Resilience and Managing Pressure in the Workplace** - 1 day course for managers
- **Developing Personal Resilience** for all staff 1 day course
- **E-Learning** Personal Resilience
- **Bespoke Relience** training can also be provided for specific teams

Where to get help?



- **Workplace Wellness** - available for all WCC staff with the exception of Fire and Rescue who have their own provision through the Occupational Health Service and schools who access assistance through HR Advisory Service
- **To contact Workplace Wellness** call on 0800 174 319 at any time 24/7 to talk about any subject.
- **Further information is available on the intranet >HR> Your Wellbeing.**
- **Duradiamond Website** - <https://www.duradiamondhealth.com/>
- **For further information/advice** healthandsafety@warwickshire.gov.uk or tel 01926 476803