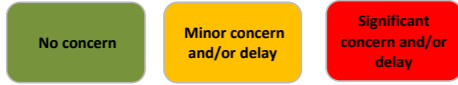


Health & Wellbeing Plan 2015-17

H&W Plan

Purpose: Programme of activities in each Crossrail four cornerstones for health .



Cornerstone 1 – Healthy company

| Activity | P10 | P11 | P12 | P13 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Deliver strategy and plan | Green | Green | Green | Green | Green | Green | Green | Green | Green | | | | | | | | Green |
| Support public health responsibility deal and wellbeing charter | | | Green | | | | | | | Green | | | | | | | |
| Create learning legacy - case study, research, micro-reports and lessons learnt | | Green | | | | | | | | | Green | | | | Green | | |
| Review and update management system - RPS procedure and QA programme review, update SOP's | Green | Green | Green | | | | | | | | | | | Green | Green | | |
| Audit and assurance - 15 scheduled | Green | Green | | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green |
| Implement occupational health & wellbeing maturity matrix | | Green | Green | Green | Green | Green | | | | Green | | | | Green | | | Green |
| NEBOSH occupational health & wellbeing - 2 courses | | | Green | | Green | | | | | Green | | Green | | | | | |

Cornerstone 2 – Fitness for work

| Activity | P10 | P11 | P12 | P13 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 |
|---|-----|-------|-------|-------|----|-------|----|----|-------|----|----|-------|----|-------|-------|-----|-------|
| Health assessment programme - CBH programme development | | | | Green | | | | | | | | | | Green | | | Green |
| Drug and alcohol programme - maintain requirements | | Green | Green | | | Green | | | Green | | | Green | | | Green | | |

Cornerstone 3 – Health risk management

| Activity | P10 | P11 | P12 | P13 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 |
|--|-----|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-------|-------|-----|
| Air quality management programme - BPG, learning legacy, case study - monitor controls | | | Green | Green | | | Green | Green | | | | Green | Green | | Green | Green | |
| Fatigue management programme - research analysis, recommendations and programme | | | | | Green | | | Green | Green | Green | | | | | | | |
| Exposure monitoring - review of measurement | | | | | | | | | | | Green | Green | Green | | | | |
| Health surveillance programme - statutory compliance and implementation | | | | | | | | | Green | Green | Green | | | | | | |
| Targeted health risk management - support PC's | | | | | | Green | Green | Green | Green | | | | | | | | |

Cornerstone 4 – Wellbeing

| Activity | P10 | P11 | P12 | P13 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 |
|-------------------------------|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Have your say cultural survey | | | | | | | Green | Green | | | | | | | | | |
| Six step wellbeing programme | | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green | Green |
| Mental health programme | | | Green | | | Green | | | Green | | | Green | | | Green | | Green |

Operational excellence - maintaining systems and processes for health & wellbeing

Management system, Contract management, Budget, D&A Register, Target Zero

- Six steps to wellbeing
1. Create a shared view and vocabulary of wellbeing - HYS survey, Headtorch sigma research, Glossary
 2. Build awareness and visibility of wellbeing - Sharepoint site, Connect in Brief, Videos
 3. Create local support and champion network to drive localised approach - health champions
 4. Educating and upskilling local managers and staff - MHFA, Resilience, Mindfulness, TTT
 5. Create governance and accountability structures that reinforce the need to change - OHW strategies and Forums
 6. Provide access to resources and opportunities to change behaviour - Sharepoint development