

Staff Wellbeing

Absence Management:

- **Policy and Guidance**
 - *Rehabilitation Programmes*
 - *Return to Work Interviews*
 - *Welfare Visits*

BCBC Commissioned Resources:

- **Employee Assistance Programme via Care First:**
- **Occupational Health via InSync**

HR Policies & Protocols:

- **Leave:**
- **Annual Leave Purchase Scheme**
- **Alcohol & Substance Misuse**
- **No Smoking Policy**
- **Appraisal**
- **Domestic Abuse**
- **Eye and Eye Sight examinations**
- **Flexible Retirement**
- **Flexible Working**
- **Health & Safety policies and guidance**
- **Homeworking**

Staff Benefits:

- **Child Care Vouchers**
- **Lifestyle savings e.g. Brivilege card discounts**
- **Lease car scheme**
- **Cycle 2 Work**
- **Microsoft Office at home**
- **Discount MOTs**
- **Halo Leisure card**
- **Personal accident plan**
- **Health cash plan**
- **Medical cover specifically for cancer**
- **Life insurance**

Training & Resources:

- **Managing Pressure, Maintaining Performance e-Learning**
- **Managing Pressure, Maintaining Performance training course**
- **Mental Health Awareness e-Learning Module**
- **Time management e-Learning**
- **Carers awareness e-learning**

External Resources:

- **Physiotherapy Services – Self Referral**
- **Access to Work**
- **Healthy Working Wales**
- **Keeping Well at Work – Mindful Employee**