

Welch Group

Staff Welfare Policy



It starts with asking for help!

NHS 'Live Well' – Healthy Living

www.nhs.uk/live-well
Call "111"

NHS – Mental Health

www.nhs.uk/mental-health
Call "111"

Samaritans – Advice

www.samaritans.org
Call "116 123"
Online Live Chat Also Available!

FRANK – Drug Advice & Support

www.talktofrank.com
0300 123 6600

AA – Alcoholics Anonymous

www.alcoholics-anonymous.org.uk
0800 9177 650

Bereavement Advice Centre

www.bereavementadvice.org
0800 144 8848

Statement

At The Welch Group, we are a family business, and we stand by principles of family:

1. Trust and Respect
2. Communication
3. Empathy and Compassion
4. Inclusion and Diversity
5. Love and Support

Like looking after any family member recognising that the well-being and contentment of our staff directly impact the prosperity and efficiency of our organization, this Staff Welfare Policy articulates our dedication to fostering a supportive and healthy work environment for all team members.

Objectives

- Promote a culture that prioritizes staff welfare and safety.
- Provide resources for work-life balance and support systems.
- Encourage open communication regarding welfare concerns.
- Ensure compliance with relevant legislation.

Responsibilities

All staff have a role to play with regards to their own health and well-being at work and are advised to raise any matters of concern. Staff have a responsibility to be sensitive and responsive to the welfare of other colleagues at work.

Directorship - Will oversee the implementation of this policy, provide assistance to employees, and ensure compliance with relevant legislation.

Management - It is incumbent upon all levels of management to actively endorse and uphold the implementation of this policy. Managers should lead by example, prioritize employee welfare, and promptly and effectively address any concerns which is ever more important in the industries we operate in.

Employees – Every employee bears the responsibility of prioritizing their own well-being and contributing to a positive work environment. This includes adhering to health and safety guidelines, making use of available support resources, and communicating any welfare concerns to management. Staff also have a responsibility to be sensitive and responsive to the welfare of other colleagues at work.

Welfare Measure, Communication & Feedback

By implementing the following comprehensive welfare measures, we aim to create a workplace environment where employees feel valued, supported, and empowered to thrive both personally and professionally:

- **Healthy & Safety Committee:** Each site has a committee who meet once a quarter, there is a representative from each part of that business unit

so please ask who your local rep is. You can also anonymously communicate with the committee through the 'Near Miss and Hazard Alert' Cards or electronic form.

- **Physical Wellbeing:** Due to the nature of the industry we work in it is key that breaks from any role are taken as required, be it driving, office, warehouse or otherwise. Preventative measures will be undertaken such as annual DSA, manual handling and skills training.

- **Mental Health Support:** We encourage confidential and open communication between employees and management regarding welfare concerns. Guidance can be given for professional support if required.

The Welch Group believes that investing in the welfare and well-being of our staff is essential for the success and sustainability of our organization. By prioritizing employee welfare, we aim to create a positive and supportive workplace where all employees can thrive and contribute to our collective success.

Information, Support and Advice

Information, support and advice will be provided through Line Management, the range of information and advice available will include:

- Company policies and procedures relating to staff health and welfare
- Legislation relating to health and welfare of staff
- Occupational health services/medical referrals
- eLearning skills courses to help with personal wellbeing on the Welch's eLearning platform
- Contact details for support groups and organisations to tailor to the individual's welfare needs, however as members of the RHA the company highly recommends the use of the PAMAssist App which can support all aspects of Wellbeing.

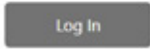
This policy was created and approved by:



Chris Welch - Director
16th January 2024 v2,2

How to register and use PAMAssist

1. Visit: <https://www.pam-assist.co.uk/>



[Reset Password](#)

Employee Wellbeing App With A Difference

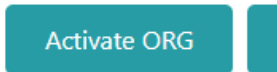
Developed by behaviour change experts, PAM Assist Wellbeing App is an employee wellbeing app that supports all aspects of wellbeing.

It features online CBT, mindfulness for mental health, a virtual gym, and sleep and nutrition advice for physical health.

We focus on preventative and holistic wellbeing across six key areas:



2. Click "Activate ORG" > top middle button:



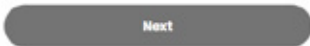
3. Type in Organisation Code "RHA1" in the box

Your Wellbeing and Development Hub

Organisation code

Enter your organisation code below to register your account. If you don't have a code, please check with your employer.


[BACK TO SIGN IN](#)



4. You will then see the confirmation organisation “Road Haulage Association”:

Please confirm you wish to register for
Road Haulage Association

5. It will then ask you to fill in some basic account set up information, after which it will send an activation code to your chosen email address:



Welcome to Wellbeing

You've taken the first step! Now let's create your PAM Assist account.

first name

Surname

Email

Password

I have read and agree with PAM Assist's [Terms of Use](#) and [Privacy Policy](#).

I consent to PAM Assist analysing my personal health data to create an account, provide assessments and ongoing support. [How we process this data](#).

I want to receive weekly tips and advice from Ralys.

Create account

Sign in

Enter your unique code

To verify your password, please enter the 6 digit one-time passcode sent to @hotmail.com

□ □ □ □ □ □

[SEND NEW CODE](#)

Verify code

6. After a couple more basic questions you account will be activated and you are ready to download the app and start discover new ways to improve your welfare:

