



Healthy Workplaces Framework:

Briefing paper to support the online consultation

What is the Healthy Workplaces Framework?

A Healthy Workplaces Framework is being developed as part of the Healthy Ireland Framework for Health and Wellbeing 2013-2025. Development of this Framework is being led by the Department of Health and the Department of Enterprise, Jobs and Innovation. It is intended to provide flexible guidance that can be adapted to any workplace setting to help create and sustain healthy workplaces throughout Ireland.

Work is being guided by a cross-sectoral Steering Group and has been informed by reviews of the international literature on healthy workplaces and relevant Irish policy and legislation. The Framework will support the Health and Safety Authority's legislative and regulatory responsibilities with regard to the safety, health and welfare of workers in Ireland and reflect the ethos of the Healthy Ireland Framework and the National Corporate Social Responsibility Plan. It will also take into account best practice in other jurisdictions and guidance from relevant bodies including the World Health Organisation.

We are now seeking your views on the proposed outline of the Framework to help shape its further development. In addition to this online consultation, a series of workshops are being held in April and May.

Why develop a Healthy Workplaces Framework?

There is growing recognition of the need to support health and wellbeing of workers in Ireland in addition to statutory safety requirements. Better health and wellbeing at work is important not only to individual workers and their families, but also to the productivity, competitiveness and sustainability of enterprises and organisations and thus to the national economy. However the concept, creation and maintenance of a healthy workplace will require different supports depending on the organisation's size, purpose, employee demographics and other factors. Given the diversity of workplace settings across Ireland, the purpose of the Framework is to provide flexible guidance that can be adapted locally to best suit the needs to the organisation. In addition the Framework will have a role in supporting wider recognition of the need and benefits of healthy workplaces and will provide opportunities for better communication and collaboration across networks.

Proposed structure of the Healthy Workplaces Framework

The overarching purpose and desired outcomes of the Framework are set out in the vision and aim. Four strategic goals encompass the main themes of the Framework, supported by high level objectives which in turn are achievable through actions grouped into three key areas. A set of core indicators emanate from the strategic goals and it is intended that sub-indicators will be developed under the high level objectives and actions.