

Organisational Wellbeing Framework

ENGAGEMENT, WELLBEING AND CULTURE

The Organisational Wellbeing Framework connects employee experience with work design, leadership and organisational practice. It gives leaders a shared language and evidence-led route for preventing avoidable strain, building capability and supporting recovery. The emphasis is sustainable work, with practical improvement guided by confidential organisational insight.



THE MODEL AT A GLANCE

The approach

Ten wellbeing areas describe employee and work experiences, while six strategic enablers explain organisational capability. Confidential listening and workforce evidence guide three levels of intervention, improving working conditions, building capability and supporting recovery through owned, measurable action.

When to use it

- Bring fragmented wellbeing initiatives into a coherent organisational strategy and governance.
- Investigate concentrated pressures in a unit, location or workforce group.
- Review workload, management routines and support pathways during organisational change.

What the model covers

Healthy Work · Mind · Body · Safety · Connection · Life · Financial Security · Growth · Digital Wellbeing · Recovery Support · Leadership · Employee Voice · Manager Capability · Policies · Communication · Data and Governance

Value for your organisation

- Directs attention to working conditions and prevention alongside appropriate employee support.
- Combines employee experience with organisational evidence to identify material pressures.
- Creates accountability for wellbeing actions, measures, resources and sustained follow-through.

Put it into practice

Align scope, outcomes and governance, then diagnose using assessment, workforce, policy and qualitative evidence. Protect strengths and address concentrated risks through organisational, local and targeted interventions. Track changing conditions, communicate progress and sustain improvement through review and focused measurement.

Outputs you can use

- Executive wellbeing report identifying strengths, material risks and priority workforce populations.
- Organisational heat maps and confidential local insight across areas and enablers.
- Priority action plan with owners, milestones, resources and agreed review dates.