

Staying Well at Work

Project Description

Led by Rhondda, Cynon Taf County Borough Council, the Staying Well at Work project offers support to MSMEs within RCT to ensure all those employed in the Local Authority area have access to equitable 'in work' support services which pay particular attention to the wellbeing needs of individuals and the development of supportive Policies.

The project will provide Micro, Small and Medium Enterprises (MSMEs) with Human Resource support to develop Absence and Equality & Diversity Policies, and in doing so the project aims to improve the conditions of peoples employment and provide individuals with support from a full range of Occupational Health specialists.

Support for SMEs

- Expert HR Advice to support development, improvement and adoption of equality and diversity policies and systems.
- Health promotion
- Health Surveillance and monitoring
- An agreed Action Plan and Review to identify and monitor areas for improvement

Support for individuals

- Mental & Physical health support.
- 1:1 mentoring and coaching to those affected by long term absence from work to support return to work

Geographical Coverage

The project works across the RCT local authority area.

Essential Eligibility Criteria

Businesses must be:

- Small and medium sized business, employing less than 250 people
- Located in the Local Authority area of Rhondda, Cynon, Taf.

Individuals must be:

- Employed, including self-employed
- Returning to Work after a period of absence
- Have a work-limiting health condition or disability

Specific Targets

SMEs will be supported to adopt or improve equality and diversity strategies and monitoring systems.

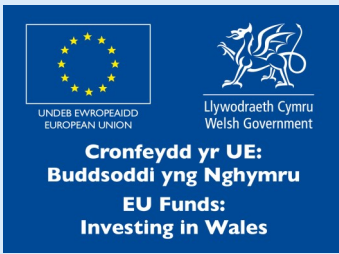
Individuals will be supported to return to work after a period of absence.

Contact Details

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Cadw'n Iach yn y Gwaith

Disgrifiad o'r Prosiect

Dan arweiniad Cyngor Bwrdeistref Sirol Rhondda Cynon Taf, mae'r prosiect Cadw'n Iach yn y Gwaith, ffyniant a llesiant yn cynnig cymorth i Fusnesau Micro, Bach a Chanolig yn Rhondda Cynon Taf i sicrhau bod pawb sydd yn cael eu cyflogi yn ardal yr awdurdod lleol yn cael mynediad at wasanaethau cymorth teg 'yn y gweithle' sy'n rhoi sylw penodol i anghenion llesiant unigolion ynghyd â datblygu polisiau cefnogol.

Bydd y prosiect yn rhoi cymorth Adnoddau Dynol i Fusnesau Micro, Bach a Chanolig er mwyn datblygu polisiau absenoldeb a chydaddoldeb ac amrywiaeth, a thrwy wneud hynny mae'r prosiect yn anelu at wella amodau cyflogaeth pobl a rhoi cymorth i unigolion gan amrywiaeth eang o arbenigwyr lechyd Galwedigaethol.

Cymorth i Fusnesau Bach a Chanolig

- Cyngor arbenigol wrth Adnoddau Dynol i gefnogi'r gwaith o ddatblygu, gwella a mabwysiadu polisiau a systemau cydraddoldeb ac amrywiaeth.
- Hyrwyddo iechyd
- Goruchwylio a monitro iechyd
- Cynllun gweithredu ac adolygiad y cytunwyd arnynt i nodi a monitro meysydd i'w gwella

Cymorth i unigolion

- Cymorth iechyd meddwl a chorfforol.
- Darparu mentora a hyfforddiant 1:1 i'r sawl sydd wedi cael eu heffeithio gan absenoldeb hirdymor o'r gwaith i roi cymorth iddynt ddychwelyd i'r gwaith

Cwmpas Daaryddol

Mae'r prosiect ar waith ledled ardal awdurdod lleol Rhondda Cynon Taf.

Meini Prawf Cymhwyster Hanfodol

Rhaid bod y **busnes**:

- O faint bach neu ganolig, sy'n cyflogi llai na 250 o bobl
- Wedi'i leoli yn ardal awdurdod lleol Rhondda Cynon Taf.

Rhaid bod **unigolion**:

- Yn gyflogedig, gan gynnwys yn hunangyflogedig
- Yn dychwelyd i'r gwaith ar ôl cyfnod o fod yn absennol
- Â chyflwr iechyd neu anabledd sy'n cyfyngu ar eu gallu i weithio

Targedau Penodol

Bydd busnesau bach a chanolig yn cael cymorth i fabwysiadu neu wella strategaethau cydraddoldeb ac amrywiaeth a systemau monitro

Bydd unigolion yn cael cefnogaeth i ddychwelyd i'r gwaith ar ôl cyfnod o fod yn absennol.

Manylion Cyswllt

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