



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

How to use this framework

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Go to <https://socialcare.wales/resources-guidance/health-and-well-being-resources/your-wellbeing-matters-workforce-health-and-wellbeing-framework/how-to-use-this-framework> for the latest version.

You can use this framework flexibly to meet the needs of your organisation.

We know you may be at the start of your journey. We also recognise you may have already been doing things to improve the well-being of your workforce. We designed this framework to help you work towards the commitments and support you to build an engaged, healthy and motivated workforce.

There are four sections in this framework, one for each commitment. Each section describes what that commitment means to an organisation, a manager and an individual. It provides links to resources that can help you use the framework.

Each section encompasses the seven elements of workforce well-being as described in the graphic.

We suggest you read the commitments first. Then, to help you further, we've developed three tools to help you make changes.

Supporting tools

- [My well-being plan \(for organisations\)](#)

For those responsible for the well-being of staff in an organisation, setting or department, we've provided an action plan template to get you started. The organisational well-being plan allows you to self-assess against each commitment where you are now as an organisation and where you would like to get to.

If you've already developed your own strategy or plan, you can use this to cross check and compare.

- **[Well-being conversation guide \(for managers\)](#)**

The well-being conversation guide is a resource to support well-being conversations in the workplace. It's a semi-structured set of questions and can help to identify support needs when appropriate. This is an external resource on Learning@Wales. You'll need a Learning@Wales account to use it.

- **[Personal well-being checklist \(for workers\)](#)**

You're encouraged here to explore ways to greater well-being that may work for you and to think about whether there's anything stopping you caring for yourself that bit better. This resource may be useful if you work as an individual and not an organisation. It's also useful for individuals working in an organisation in any role.

- **[Personal well-being tips poster](#)**

Simple things you can do to look after your well-being.

- **[Your well-being matters poster](#)**

The four commitments and the seven elements contributing to workforce well-being.