



Banc Ceannais na hÉireann
Central Bank of Ireland

Eurosystem

Health & Wellbeing

Policy Statement

January 2023

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Introduction

The World Health Organisation define health as “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”.

Aligned to our organisational values, we care about our colleagues and seek to provide an open and inclusive workplace culture and environment that supports their health and overall wellbeing.

Our approach to this, including our related policies and practices, are designed to encourage people to take a proactive and preventative approach to their health and wellbeing. This commitment and practical approach is a tangible example not only of our values but also of our vision of a fulfilling workplace for all coming to life.

We attach paramount importance to the health and safety of employees in the workplace – please refer to the Hybrid Working Policy for further information in this regard.

Purpose

The purpose of this policy statement is to demonstrate our commitment to supporting the health and wellbeing of our people and highlighting what this looks like in practice.

Scope

This policy applies to all Central Bank employees.

Policy Statement

- It is recognised that colleagues are responsible for their own health & wellbeing however the Central Bank will be proactive in creating a supportive environment where our people can be more aware of, and have options in their workplace to improve and maintain, their health and overall wellbeing;
- At the Central Bank we take a holistic approach aimed at supporting the whole person (not just the employee) and have aligned our overarching Wellbeing Programme “Mind”, “Body”, and “Life” to this;
- Our Wellbeing Working Group champion our commitment to employee health and wellbeing and inform the ongoing development of our Wellness Programme. This Working Group, sponsored and chaired by senior leadership, comprises colleagues who are passionate about employee health & wellbeing and who play an active role in the day to day delivery of the different aspects of our approach.
- We recognise that, as a diverse workforce, people may seek different ways to maintain their physical and mental health and as an organisation we want to support this insofar as possible;
- Our overarching Wellbeing Programme and approach supports our people (and people managers) by:
 - facilitating in person and hybrid events and activities for people to come together to discuss and learn about different wellbeing topics;
 - providing access to a broad range of supports and resources which people can access in their own time. These include our Employee Assistance Programme, Employee Mental Health Champions Network, on demand webinars and access to information on health and wellbeing information on our Plaza pages; and
 - providing onsite facilities that further promote physical and mental health (e.g. the Strength Room, Vitality Room and Serenity Room in our Docklands campus as well as range of healthy eating options in our restaurants) and supporting occupational health services (e.g. annual flu vaccinations and partially subsidized health screening options).
- The impact of our Health and Wellbeing activities will be measured and monitored both internally and through external accreditations.

Commitment to Mental Health

- Everyone has mental health, and we all have a role to play in creating a more open and inclusive workplace culture where all colleagues feel comfortable speaking about mental health issues if and when they may be experiencing challenges in this regard;
- We pride ourselves on being a member of the See Change Community who work to create an open culture around mental health in the workplace and working to reduce the stigma and discrimination that can be associated with mental health problems. We are signatories of the See Change Pledge - a copy of which is on display in all of our buildings;
- We continue to invest in mental health awareness training and resources for all colleagues placing particular emphasis on increasing line manager capability in identifying/ supporting in circumstances where a team member may be experiencing a mental health difficulty;
- As noted, our Employee Assistance Programme is a key support for our people and provides a range of mental health related supports. Our Employee Mental Health Champions are also available to listen and signpost relevant supports to their colleagues.

Right to Disconnect

- We follow best practice guidance as set out in the Workplace Relations Code of Practice on the 'Right to Disconnect' ([click here to view](#)) by encouraging and supporting colleagues to take meaningful breaks throughout their working day;
- We also have a range of flexible working policies in place to support colleagues to achieve the right balance including our Flexible Working and Hybrid Working policies and broader leave-related policies; and
- We encourage and support colleagues to have open and honest conversations with their line manager in circumstances where work commitments are perceived to be impacting their mental health and wellbeing.



T: +353 (0)1 224 5800
E: publications@centralbank.ie
www.centralbank.ie



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