

## CASE STUDY: ISG

Here at ISG we recognise the importance of maintaining and effectively supporting the wellbeing of our employees, demonstrated by the numerous initiatives in place to support the mental wellbeing of the workforce.

Examples of this include:

- **Employee Assistance Programme** - This is a free, confidential service provided by ISG, which can offer expert advice, invaluable information, specialist counselling and support. The Helpline is available 24 hours a day, 365 days a year to employees and their immediate families and is totally confidential.
- **Work Well/ Health and Wellbeing communications** - In 2014 we signed up to the government health and wellbeing responsibility deal. To successfully demonstrate our commitment, a new topic was launched throughout 2014 to all our staff and site teams on a monthly basis covering a range of issues, which focus on areas that are both important at work and at home and this may include mental health, stress, fitness etc.

### Communications include:

- Live Well - See attached [poster](#) and [factsheet](#)
- Cope Well - See attached [poster](#) and [factsheet](#)
- Move Well – See attached [poster](#) and [factsheet](#)
- Safe Well – See attached [poster](#) and [factsheet](#)
- Eat Well – See attached [poster](#)
- In addition we have an online Health Risk Assessment, which remains open and accessible for all to use
- **Private Medical Cover** – We have a private medical cover scheme which we offer to employees and their families. This service also has dedicated stress counselling available to its members.
- **Private GP Service** – Within London we offer a private GP service to all our staff, which allows them to utilise the services of the medical centre for consultation and treatment of day to day illnesses, ailments and injuries.
- **Mini Health checks on site** – As part of our ongoing health and wellbeing initiative we are providing all staff with the opportunity to have a mini health check. We selected a provider and are in the process of rolling this out to all our sites and offices. A nurse will visit the site and carry out tests on height and weight, body mass index, body fat, blood pressure, glucose and cholesterol check (finger-prick) and conduct a general health questionnaire.
- **Pre-employment screenings** - We carry out pre-employment screening for all new joiners, to gather relevant information.