



WORKING AT HEALTHWORKS

Healthworks is an award-winning community health charity, working across the North East region with people of all ages to enable them to lead longer, healthier and happier lives





Healthworks aims to be diverse, inclusive and a great place to work

Key to this is how we support staff throughout their employment in terms of professional support, development opportunities, and health and wellbeing to name but a few elements. Information about each of these and more are contained within this guide.



A message from Paul Court, our Chief Executive

Working for Healthworks provides a unique, stimulating work environment that offers members of our team the opportunity to be creative, that enables their personal and professional growth while supporting meaningful health and wellbeing outcomes for our service users across the North East.

Because of our complex range of services we encourage our teams to think creatively and flexibly. This nurtures innovative problem-solving skills. We can move quickly to develop work and we can try new ways of working with service users.

Our staff engage in a variety of tasks and this diversity of roles provides you with the chance to develop a broad skill set and explore different aspects of the organization.

Working for Healthworks not only allows you to contribute to people having longer, happier and healthier lives, it also provides a working environment that nurtures your personal and professional growth.

Professional Development

Professional development is a key focus for us, and we want to ensure that all of our staff have opportunities and access to the support, training and encouragement that they need for career progression.

When you work for Healthworks, you will have access to wide range of training and development opportunities. New members of our team benefit from a comprehensive induction programme to equip them for their role.

All staff will receive regular one to one managerial supervision to meet organisational service, professional and personal objectives. Supervision forms a key part of individual performance management and is the foundation on which appraisal is built.

Our Team Healthworks Staff Zone provides a safe and supportive online platform for staff to share good news, problem-solve, support each other and find solutions together.

Annual Leave

You will get a generous allowance of 27 days annual leave each year, plus Bank Holidays (Pro-Rata).

We also run a Buy Annual Leave scheme, which allows you to buy and take up to 2 weeks more holiday if you so choose to.

As a thank you for your work throughout the year, you also receive an additional annual leave day at Christmas.



Workplace Health and Wellbeing

We are a Better Health at Work Gold employer and believe that by supporting our workforce to be as healthy and well as possible, we will not only be a great place to work, but also be able to offer greater support to our service users.

All staff benefit from FREE Gym access to both of our onsite Gyms at The Lemington Centre and The Health Resource Centre.

Staff are supported to achieve better health in the workplace through a range of activities and initiatives and are supported by members of the team who are Better Health at Work Advocates.

Mental Health First Aiders are employees who challenge stigma and encourage positive mental health in the organisation and for its workforce. These Aiders help the organisation to promote positive mental health and role model positive mental health working practices. They are available to have open conversations with colleagues about mental health, and to signpost individuals to appropriate available support.

We aim to create a completely smoke-free environment, for the health benefits of all workers, service users and visitors. We have trained smoking cessation advisors, who are available to offer advice and guidance and support to staff around smoking cessation.

All of our staff are offered FREE seasonal flu vaccines to help to protect themselves, colleagues, family, friends and our service users.

We are committed to supporting colleagues affected by the menopause.





Healthworks
the community health charity

For more information about our latest vacancies visit
the [Work For Us](#) page on our website

www.healthworksne.org.uk