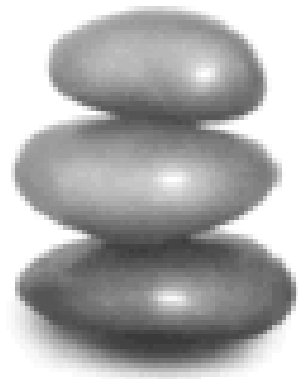
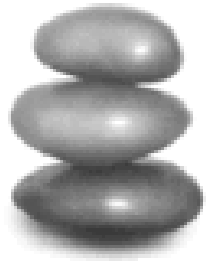


Carol Corvan
Head of Human Resources
Armagh City and District Council



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- What is Employer of Choice
- Armagh City & District Council's Journey
- Benefits to Council, employees and citizens



What is “Employer of Choice”?

- It's about...
Employers & employees working together to find out how they can both gain from a more imaginative approach to working practices.
- It's about...
Finding practical solutions to improving business which at the same time gives employees a better work-life balance.
- It's about...
Looking at ways of reducing stress in the workplace, increasing motivation & commitment & improving the quality of our lives in general.

So it's about... GOOD BUSINESS PRACTICE

What is “Employer of Choice”?

- **It’s not about...**

A quick fix that will bring about instant returns

- **It’s not about...**

Never ending support that you can always call upon

- **It’s not about...**

Providing you with a product that can be implemented immediately

Employer of Choice Partner Organisations



- Learning and Development Specialists
- Established in 1998
- Specialists in organisational development (IiP Approved Advisors / CDP Mentors)
- Staff development needs (personal development, management development)
- Extensive project management experience



action mental health

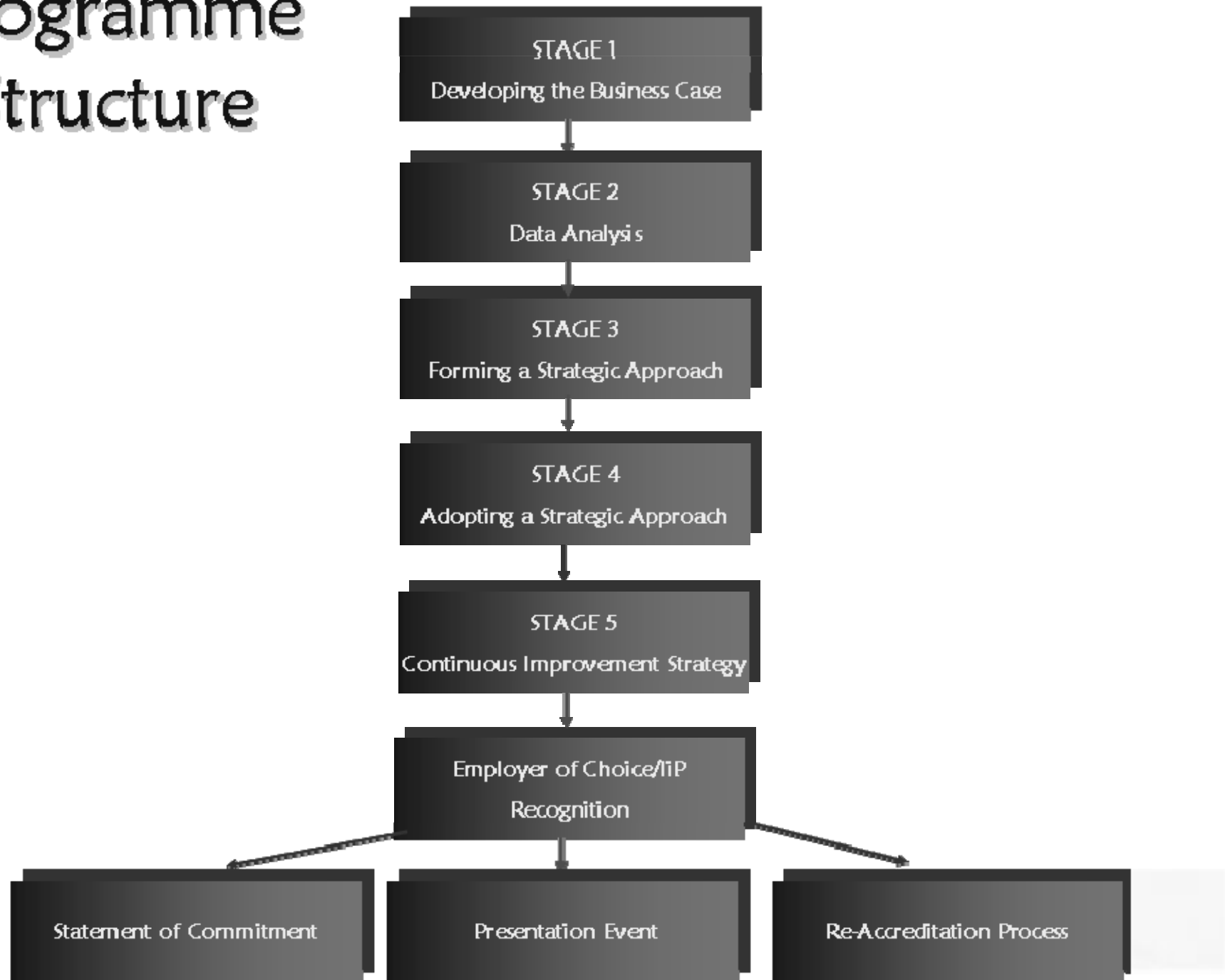
- Largest regional voluntary sector organisation in the UK;
- AMH Consultancy launched in 2000
- Mental health issues in the workplace
- The balance between organisation needs & the impact of stress on employees
- Training & development programmes

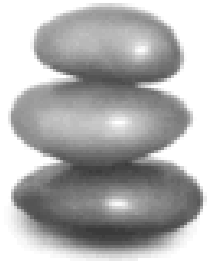
Endorsed by:

BUSINESS *in the*

COMMUNITY

Programme Structure





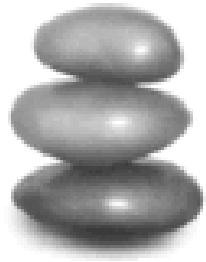
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Armagh City and District Council's Journey

Background:

- Lifestyle Committee since early 1990's
- Work-life Balance Policies

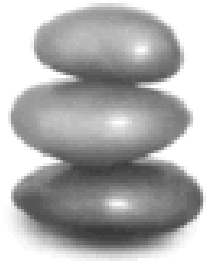




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Armagh City and District Council's Journey

- Work life Balance Audit Sept 2005
- Action Plan
- Continuous Improvement Plan
- Lifestyle Event

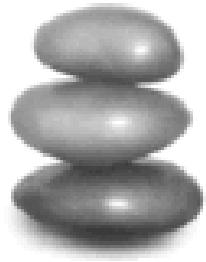


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Armagh City and District Council's Journey

Work life Balance Audit Sept 2005

- 40% of the workforce participated
- Responding sample broken down by
 - Employment Categories and gender
 - Age and gender
 - Employment Category and length of service

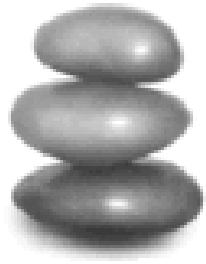


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Armagh City and District Council's Journey

Work life Balance Audit Sept 2005

- Top organisational Pressures – detailed analysis and recommendations
- Top personal/home-life stressors – detailed analysis and recommendations
- Current Lifestyle/Strategies for coping with stress

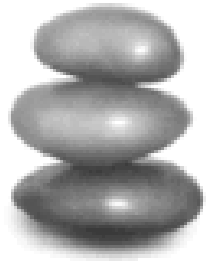


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Armagh City and District Council's Journey

Action Plan

- **Organisational Stressors/Perceptions**
 - Management Development Training
 - Appraisal
 - Internal Communication Strategy
 - Occupational Health/Approach to attendance management



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Armagh City and District Council's Journey

Action Plan

- **Personal/Home Life Stressors**

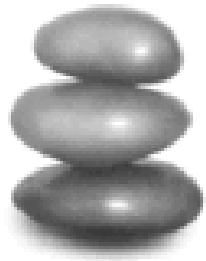
- Work-life Balance Event – February 2007
- Special Leave
- enhanced bereavement leave
- Information stands
- Counselling extended to immediate family



Employer of Choice: Overall Contribution to the Programme Award 2007



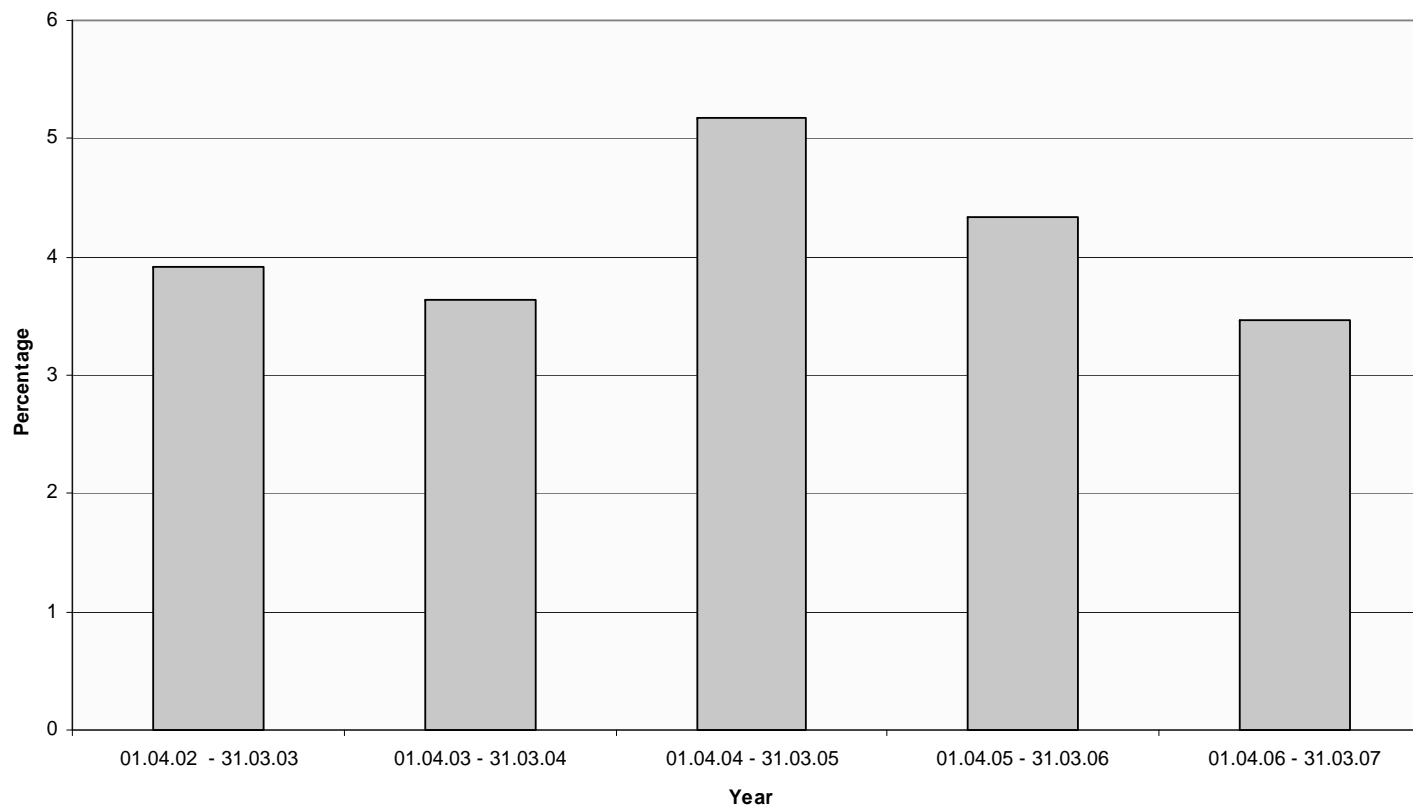
PPMA Well-being Award 2007

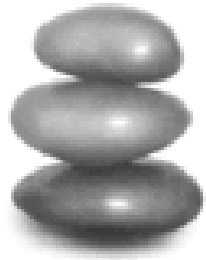


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Benefits

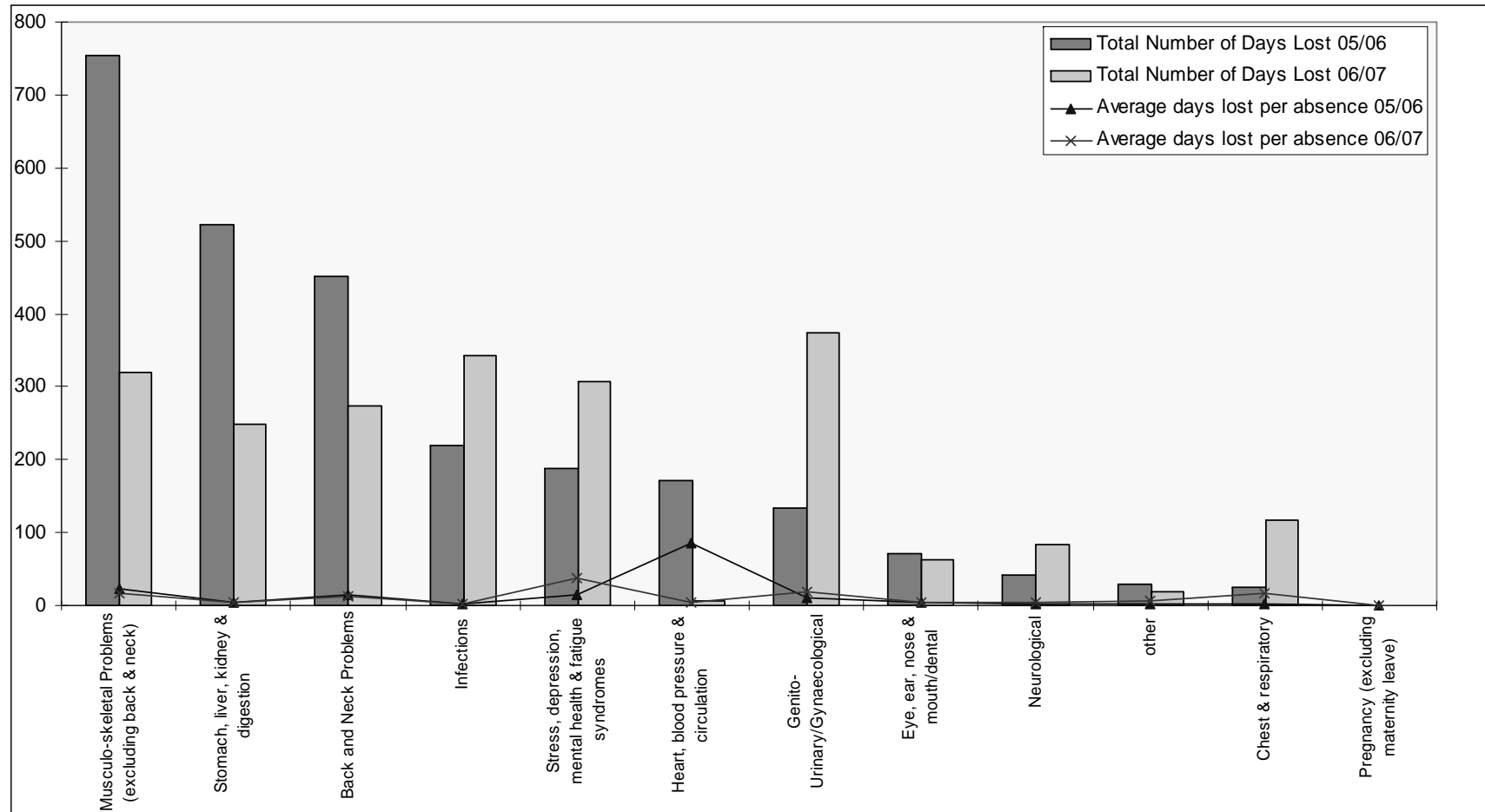
Percentage loss rate

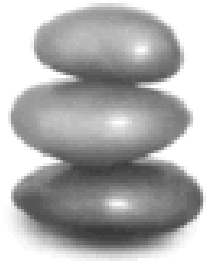




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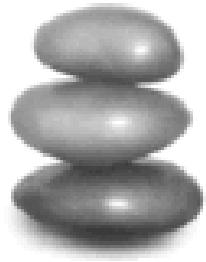
Benefits





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- Sickness Absence reduced:
- 2005/06 – 4.33%
- 2006/07 – 3.46%
- Reduction of 0.87% - in payroll costs equivalent to approx £67,000



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Benefits

Qualitative Benefits:

- Reduced or no absence (eg special leave arrangements)
- Targeted development activity (eg management development)
- More focus in well-being provision

Contact Details

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