



# ComWell

Mental, Physical & Social Wellbeing

## *ComReg's Wellbeing Pledge*





ComReg care about employee wellbeing. It's not just a bandwagon we have jumped on! Looking back over the past decade, ComReg have consistently been proactive in supporting our staff to help them achieve good health in every sense of the word and we're proud that our commitment continues to grow.

As a responsible employer, we want to nurture an open, respectful, and inclusive workplace culture by implementing the necessary supportive wellbeing initiatives and good workplace practices required to achieve this. While remaining committed to this approach, it is also important for staff to recognise that they themselves have overall responsibility for their own wellbeing.



## Purpose

We want to commit to you, our ComReg team – both present and future – our continued focus on and support of your wellbeing. Although active on the wellbeing front for over a decade, we have not formalised our activity or purpose and feel that the time is right to affirm our commitment now.

Firstly, let's look at how ComReg takes a proactive approach by creating the environment and providing resources for staff to improve and maintain their health and wellbeing.

The World Health Organization defines wellbeing as “*a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity*”. ComReg has developed three wellness pillars, **Mental Wellbeing**, **Physical Wellbeing**, and **Social Wellbeing** to capture a holistic approach towards your wellness. The pillars are underpinned and supported by our EAP programme.

**An example of some of the topics covered under each pillar is as follows:**

 Physical Wellbeing	 Mental Wellbeing	 Social Wellbeing
Physical Activity Health Awareness and Prevention Nutrition and Diet Ergonomics Sleep	Work Life Balance Stress Mental Health Resilience	Relationships Connection Communication Family

In support of these wellness pillars, we organise events that promote awareness of the importance of taking care of your physical health and your mental health and, where possible and appropriate, we support you in your social and personal lives. While the three above mentioned pillars capture our holistic approach, they are also supported by our values, code of conduct and respect charter. Our ethos and values underpin how we interact with each other.

## Supporting Wellbeing

### We aspire to support wellbeing in ComReg by:

- Continuing with a holistic quarterly wellness programme, which reflects the wellness pillars of **Mental Wellbeing, Physical Wellbeing, Social Wellbeing**; and endeavours to create and strengthen a culture of wellness in ComReg
- Providing facilities in the office that further promote physical and mental health
- Providing support services to line management and staff
- Encouraging staff to take an active role in improving both their own and their colleagues, health, and wellbeing, by providing feedback and participating and engaging with the health and wellbeing initiatives
- Providing forums for discussion
- Celebrating diversity and raising cultural awareness
- Generous annual leave and a commitment to blended working

### Examples of how we do this are:

- Providing a comprehensive Employee Assistance Programme
- Beautiful, peaceful 'wellness room' in our office at Docklands Central
- Provision of occupational health services including, on occasion, provision of anti-flu vaccine, and on-site health checks
- Physical wellbeing challenges
- Talks on topics such as sleep, mental health, and parenting
- Encouraging sociability through events and planned initiatives support by our social club
- Recognise that people are part of a family and including children in invitations to cookery at Halloween, children's art competitions etc.
- Virtual Yoga, Pilates, and Mindfulness classes

## Key Principles

Ultimately, ComReg is a public sector organisation with an important remit. While working at the organisation, we must fulfil our obligations to deliver on objectives and support the consumer, end users and industry. We do this best when we work in an environment where we are treated with respect and valued for our contribution. There are huge holistic benefits to having a robust and well-defined approach to wellbeing.

Fostering employee wellbeing is good for the organisation and for those who work here. While recognising that we are all ultimately responsible for our own wellbeing, ComReg proactively creates a supportive workplace where each person has an opportunity to become more aware and have options to improve and maintain their overall health. Our workplace policies, initiatives, practices, and facilities will support staff in the workplace and, where appropriate, in their personal lives.

**Our approach to wellbeing in ComReg is centred around our Wellbeing Mission as follows:**

*'ComReg is dedicated to providing a wellbeing programme and culture of wellness to support all to be at their best and thrive on a physical, mental, and social level both at work and at home. We aim to provide the tools to empower us all to take charge of own wellbeing in line with our values'*

## Benefits to ComReg

There are huge holistic benefits to having a robust and well-defined approach to wellbeing. Fostering employee wellbeing is good for the organisation as well as those who work in it. Promoting wellbeing can help prevent stress and create positive working environment where individuals and the organisation can thrive. Good health and wellbeing can be a core enabler of employee engagement and organisational performance.

Further benefits include better employee retention, enhanced productivity, improved general health and wellbeing while being a competitive employer. It is also timely to do this work now as we face a fundamental change in the way we work with the arrival of blended working. Having a cohesive wellbeing brand and operating model helps bring employees together and a sense of belonging in a blended workplace.

## ComReg's Wellbeing Brand – ComWell

The new wellbeing brand shall enhance and consolidate our programme internally and help to attract new talent externally. The ComWell brand is engaging and strong which aims to reflect ComReg's workplace culture.

The programme takes a holistic approach to wellbeing, and this is reflected in the new logo. The logo composition combines multiple elements into a single graphic.

- The bee creates a visual connection to existing ComReg Respect Charter branding.
- The person icon is central, surrounded by several additional people icons to convey people and the individual is central.
- The tree structure with leaves is a universal symbol for growth and nurturing.
- The three wellbeing pillars are visually incorporated as symbols - the heart for physical wellbeing, the lotus flower for mental peace and a hand to symbolise human/social connection.

## Supporting Policies

**Other internal policies and procedures that support this pledge include:**

Dignity at Work Policy

---

Respect Charter

---

Equal Status Policy

---

Smoke Free Workplace Policy

---

Sick Leave Policy

---

Blended Working Policy



An Coimisiún um  
**Rialáil Cumarsáide**  
Commission for  
**Communications Regulation**

