

Actions businesses can take to help close the health and wellbeing gap experienced by frontline and essential workers

- Paying the London Living Wage/ a requirement that contracted services pay their workforce the London Living Wage.
- Encouraging/ requiring contracted providers to offer their staff Terms and Conditions above the statutory minimum, especially in relation to sick pay, pension, holidays, etc.
- Making available opportunities for contracted frontline and essential workers to upskill and attend additional training sessions.
- Extending the organisation's Employee Assistance Programme to contract staff.
- Sharing information about free external services to support health and wellbeing, and signposting/ encouraging contract staff to access them.
- Making the organisation's private healthcare offering available to contract staff.
- Sharing best practice and learnings about supporting the health and wellbeing of frontline and essential staff through the organisation's supply chain.
- Extending the organisation's health and wellbeing offering for employees to contract staff, too (e.g. gym access, employee benefits and discounts, financial advice, etc.)
- Requesting contracted providers to assist their staff to access healthcare services (e.g. access to the COVID-19, flu and other vaccines, to attend GP appointments, etc).
- Reviewing organisational policies around procurement and contracting, to ensure they explicitly mention the importance of supporting the health and wellbeing of staff of contracted providers working on-site