

SME **We//**Business Charter

Commit to Building a Healthy Workplace

2026 Monthly Planner



**Chambers
Ireland**
SME **We//**Business Charter

In partnership with:



HEALTHY WORKPLACE FRAMEWORK

What is the SME We//Business Charter?

The SME We//Business Charter is a free healthy workplace programme developed by Chambers Ireland in partnership with Healthy Ireland. Designed for SMEs, it provides practical support to improve employee wellbeing, retention and productivity even where time and resources are limited.

HOW THE CHARTER WORKS

By signing up, you commit to our simple four-step programme, with access to a dedicated portal of resources and guidance to support you through each step.

Step 1 - Commit

Get leadership to commit & appoint wellbeing champion

Step 2 - Consult

Use our survey template to gather employee feedback

Step 3 - Create

Create and implement your action plan

Step 4 - Continue

Repeat annually to drive continuous improvement

DESIGN GOOD WORK

- Work-Life Balance • Demand
- Control • Change • Role

PROMOTE POSITIVE TEAM DYNAMICS

- Communication • Peer Support
- Relationships • Recognition
- Management Practices

SUPPORT INDIVIDUAL HEALTH

- Mental • Physical • Social
- Lifestyle • Financial

EMBED WELLBEING INTO STRATEGY

- Leadership • Culture
- Policies • Community
- Physical Environment



Let survey results guide your action plan

and use our portal and this planner for support

HOW TO USE THIS PLANNER

- This planner supports Step 3 of the Charter process - creating your plan.
- Once you've secured leadership commitment and gathered employee feedback, it can be used to help shape and track your action plan.
- Throughout the planner you'll find key wellbeing dates, sample activities and leadership reflection points.
- Use it alongside the SME WellBusiness Portal, where you'll find detailed guidance and additional resources on all the above Healthy Workplace Framework areas.

August

Monthly Planner

All Month

Back to School
Wellbeing
Information



• Social

19

World
Humanitarian
Day



• Community

25

Charter
Information
Session



• Policies

Leadership
Reflection

Are employees encouraged to fully disconnect during annual leave?

• Work Life Balance



Gather employee feedback using the SME WellBusiness survey template

- **Why?** Getting employee feedback helps you improve communication and create a meaningful action plan.
- **Supports:**
 - Policies • Communication • Leadership

OUR ACTION

This month we will...



Chambers
Ireland
SME WellBusiness Charter

September

Monthly Planner

All Month



**Green
Ribbon
Campaign**

• Mental

18

**International
Equal Pay
Day**



• Financial

23-30

**#BeActiveDay
European
Week of Sport**



• Physical

**Leadership
Reflection**

Do we regularly
review pay to ensure
fairness for all
employees?

• Financial



Organise a group walk or activity to mark the #BeActiveDay campaign.

- **Why?** A simple way to encourage movement and informal connection.
- **Supports:**
 - Physical
 - Relationships
 - Social

OUR ACTION

This month we will...



**Chambers
Ireland**
SME *Well*Business Charter

October

Monthly Planner

8

Charter World Mental Health Day Webinar



• Mental

10

World Mental Health Day



• Mental

18

World Menopause Day



• Womens Health

Leadership Reflection

Would employees feel comfortable speaking openly about mental health with their manager?

• Manager



Encourage employees to attend the **SME WellBusiness mental health day webinar**

- **Why?** Hear from our expert speaker and get tips on how to support mental health in the workplace.
- **Supports:**
 - Mental •Communication •Policies

OUR ACTION

This month we will...



**Chambers
Ireland**
SME *Well*Business Charter

November

Monthly Planner

All Month

November



• Mens Health

2 - 6

International
Stress Awareness
Week

• Mental

19

International
Mens Health
Day



• Mens Health

**Leadership
Reflection**

Are workloads reasonable for employees and do we have a system to respond to concerns?

• Work Design



Share the SME WellBusiness Winter Wellbeing resource with employees

- **Why?** Provides employees with practical tips to support wellbeing during the winter months.
- **Supports:**
 - Mental • Physical • Lifestyle

OUR ACTION

This month we will...



**Chambers
Ireland**
SME WellBusiness Charter

December

Monthly Planner

All Month

**Connectmas -
Mental Health
Ireland**

• Social



All Month

**SVP
Christmas
Appeal**

• Community

5

**International
Volunteer
Day**

• Community



**Leadership
Reflection**

How do we recognise
and thank employees for
their contributions
throughout the year?

• Recognition



**Organise a festive get-together
for employees**

○ **Why?** Create opportunities for
employees to connect and celebrate
the year together.

○ **Supports:**
• Social • Relationships • Culture

OUR ACTION

This month we will...



**Chambers
Ireland**
SME *Well*Business Charter

SME *Well*Business Charter

Join Our Growing Community

SIGN UP & GET ACCESS TO

Practical Resources



Training Opportunities



Talks & Events



Charter Recognition



Monthly Newsletter



Peer Support



SOME OF OUR SIGNATORIES



TESTIMONIAL

“

The Charter has provided us with an excellent framework to use to ensure wellbeing has become a priority in our organisation. The resources and guidance from Gillian has been invaluable.

”

Boyd HR

Click Here
to Sign Up

- Its free & takes two minutes!



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