

PharmaLex UK Services Ltd, Cornwall

18 employees
A regulatory affairs consultancy
for the global pharmaceutical
industry.



Healthy
Workplace

What we do:

We aspire to form strategic partnerships with all our clients as creating lasting relationships is key to how we operate. This is achieved through understanding their requirements and delivering personal solutions. We use our innovative approach of providing dedicated off-site resource to deliver our services. Our knowledgeable staff all have proven experience to ensure that any project is delivered to a high professional standard - that is right first time, to budget and timescales. We are passionate about achieving results for all.

Why we became a healthy workplace:

We want to ensure that we are doing all we can as an employer to provide a safe place to work but also support and encourage people to maximise their own physical and mental well-being. This is important for any business as you are only ever as strong as your people. We have been taking part in the Healthy Workplace programme since 2011. It provided structure and external support for what we were already doing and provided great opportunities to learn from and share best practice with other local companies. We also hope that when recruiting it will give us an edge in terms of being an employer people would like to work for.



Recent health and well being activities:

To promote alcohol awareness, we borrowed the drunk and disorderly goggles and the drinking clock from the health resource library. We scheduled a tea break where members of the team were challenged to complete the various challenges whilst 'under the influence'. This delivers a strong message in a fun way as simple things such as walking along a straight line and catching a ball become so much more difficult with the goggles on!

During February we raised money for the British Heart Foundation from staff donations and held a heart health quiz to promote facts, stats and good lifestyle habits. We also held a couple of additional walking tea breaks to promote physical activity during the day.

We invited Skin & Tonic to the office to present on the 'food mood link' and provide insight into the link between mental health and nutrition. The team were split into smaller groups and each group had a separate 30-minute session. This was a great resource and allowed members of the team to review their own eating habits and explore options to help improve their situation.

We have included another treasure trail in the calendar this year and plan to roll this out in future years as an annual activity. This year we purchased the treasure trail pack for Portreath and the team were split into small teams and challenged to complete the trail in the quickest time. After all teams had completed the challenge we met up for a team meal in Portreath.

We have continued our participation in ROC 5K in Truro by entering three runners this year.

We have encouraged the team to take part in other informational tea breaks throughout the year where we provide information on health topics. This year's themes have included heart health (including a quiz) and kidney health. A member of the team compiled a presentation on kidney health that included a personal perspective on the condition based on their family's experience. This offered a very useful

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insight into what to look out for and symptoms that were missed even by medical practitioners.

Healthy lunches have continued on a regular basis with colleagues split into two teams to provide healthy lunch options. We get together as one team over lunch to promote breaks away from desks and build working relationships. The themes this year have included low salt, picnic and a Healthy Halloween. The picnic healthy lunch was taken outside onto the grass so we could also benefit from getting away from the office entirely.



Plans aims for the next year:

The Cornwall office will continue to have a team dedicated to promoting good health practices and organising activities. We are looking at ways to promote this across the UK and Ireland business and to the wider

PharmaLex community.

There will be a wider review of the company wellbeing policies and associated activities over the next year. One action already identified will be the addition of mental health first aiders in each location.

We will continue with our walking tea breaks, healthy lunches, delivery of monthly health topics throughout the year and at least one treasure hunt.

Quote feedback from Staff:

This has been a new experience as I did not take part in this sort of thing with my previous employers. I have really enjoyed the outdoor activities such as the walking tea breaks.

(on the food mood link): Thank you for arranging the excellent session this morning – I'm confident we will all have taken away something that will make a difference.

