



TIER TWO WORKPLACE WELLBEING OFFER

Workplace Wellbeing Partner

Tailored workplace wellbeing, built around your people.

A closer, counselling-led wellbeing partnership for organisations that want more than a standard monthly package. Enestee helps employers build a more structured, visible and realistic approach to staff wellbeing, manager confidence and confidential support pathways.

Tailored planning

A wellbeing approach shaped around your organisation, workforce and priorities.

Manager confidence

Practical guidance and briefings that help managers support, not counsel, staff.

Confidential support

Clear counselling access options with ethical boundaries and confidentiality protected.

Why employers choose a wellbeing partner

For organisations that need more than occasional wellbeing content.

Many employers care deeply about their people, but workplace wellbeing can quickly become reactive. Stress, burnout, absence, anxiety, low mood, retention challenges and manager uncertainty can all place pressure on small leadership and HR teams.

Common reasons employers approach Enestee

- Staff stress, pressure or burnout is becoming more visible.
- Managers are unsure how to talk about wellbeing safely.
- HR or owners are spending too much time reacting to concerns.
- Staff do not know where to go for confidential support.
- Absence, presenteeism or retention are becoming concerns.
- The organisation wants more than awareness days or generic posts.
- A standard EAP feels too broad, remote or underused.
- The employer wants a local, practical, counselling-led partner.

The purpose

Workplace Wellbeing Partner helps your organisation move from ad hoc support to a clearer wellbeing framework: planned communication, practical staff resources, manager guidance, confidential counselling access and review conversations that keep the support relevant.

The partnership model

A tailored Tier Two offer sitting above Staff Wellbeing Access.

How the two offers differ

Package	Best for	Core difference
Staff Wellbeing Access	Ready-made monthly package	Standard portal, monthly resources, manager guidance, HR-ready wording and discounted counselling access.
Workplace Wellbeing Partner	Tailored partnership	Bespoke planning, enhanced portal options, review meetings, workshops, employer-funded counselling options and more active support.

Core partnership ingredients

Discovery

Initial conversation to understand the organisation, workforce, priorities and support needs.

Design

A wellbeing approach shaped around agreed themes, channels, staff groups and manager needs.

Delivery

Resources, messages, portal content, briefings, workshops and counselling pathways delivered to scope.

Review

Regular review conversations focused on delivery, awareness, usefulness, upcoming themes and next steps.

What the organisation can receive

The final scope is agreed by proposal.

Workplace Wellbeing Partner is flexible. The agreed package can be shaped around the level of tailoring, portal requirements, review rhythm, workshops and counselling arrangements needed.

Possible inclusions

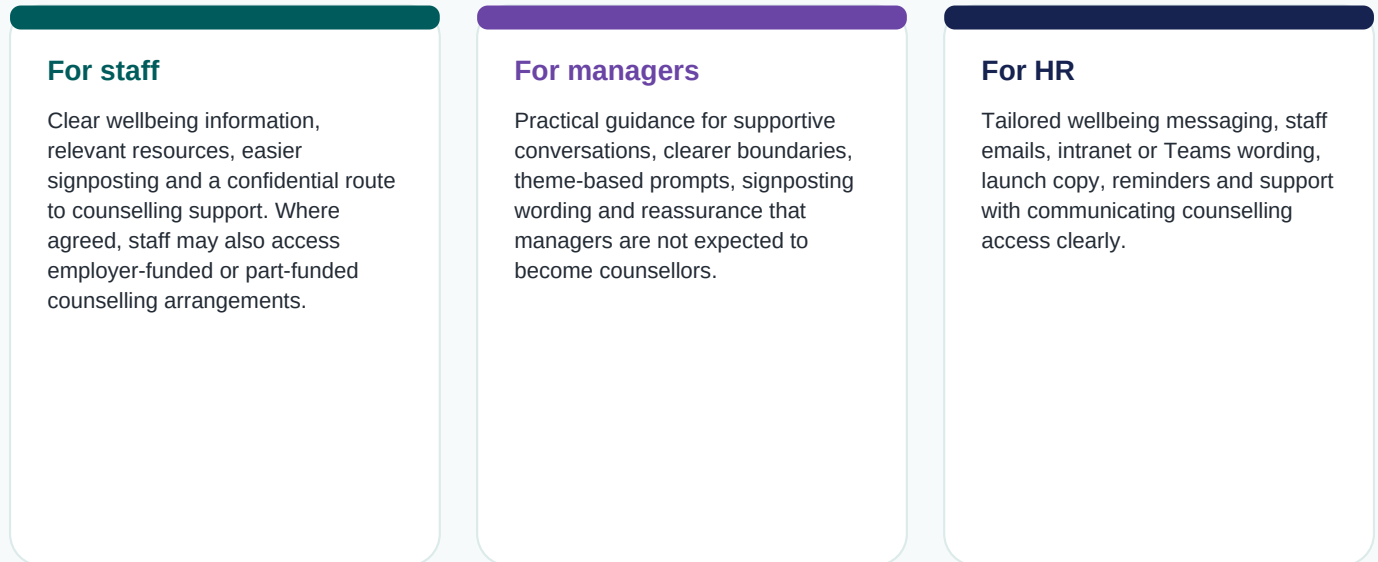
- Initial workplace wellbeing discovery conversation
- Tailored implementation plan
- Enhanced or bespoke staff wellbeing portal
- Monthly or agreed wellbeing themes
- Tailored staff wellbeing resources
- Manager guidance linked to agreed themes
- HR-ready communication wording
- Staff launch and reminder wording
- Confidential staff enquiry route to Enestee
- Partner counselling discount or funded pathway
- Scheduled review meetings
- Wellbeing planning support
- Signposting review
- Optional staff workshops
- Optional manager or HR briefings
- Practical service review and renewal discussion

Indicative package levels

Partner Essentials Enhanced onboarding, light tailoring, theme planning, standard or lightly tailored portal and quarterly review.	Partner Plus Fuller discovery, tailored resources, enhanced portal, active review and workshop or briefing options.	Partner Bespoke Bespoke programme design, bespoke portal, workshops, funded counselling pathways and deeper review.
--	---	---

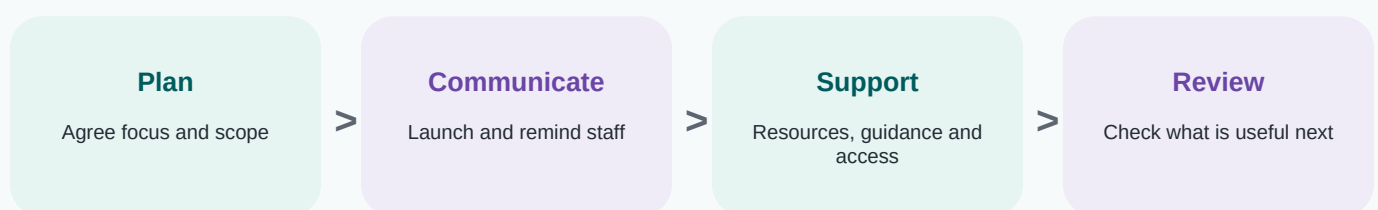
Support for staff, managers and HR

A practical structure for the people using and communicating the service.



A healthier internal rhythm

Instead of relying on occasional awareness days, the partnership creates a more consistent rhythm: planned themes, practical staff resources, manager guidance, HR communication and review conversations that help the support remain visible and relevant.



Counselling access and confidentiality

Support pathways can be tailored, but ethical boundaries remain clear.

Workplace Wellbeing Partner can include different counselling access arrangements depending on what is agreed. These may include staff-paid counselling with a partner discount, employer-funded counselling, part-funded counselling, a shared-cost arrangement or a fixed session fund.

Confidentiality principles

- Staff contact Enestee directly unless a separate ethical access pathway is agreed.
- The employer is not told who contacts Enestee or attends counselling.
- The employer is not told what is discussed in counselling.
- The employer does not receive counselling notes, clinical opinions or individual usage reports.
- Confidentiality remains subject to usual legal, safeguarding, professional and ethical limits.

Employer-funded counselling option

This is a natural fit for Workplace Wellbeing Partner. It may include an agreed number of sessions, a fixed annual counselling fund, shared-cost model or eligibility rules. Any funded arrangement should be documented separately, with clear billing, access and confidentiality boundaries.

Important: employer funding does not change the confidentiality boundary. The employer still does not receive individual counselling information.

Pricing, scope and boundaries

Quoted individually following an initial discussion.

Pricing by proposal

Pricing is bespoke and depends on the level of tailoring, workforce size, portal requirements, review rhythm, workshops, briefings and counselling arrangements agreed.

Pricing should reflect

- planning and discovery time;
- tailoring of resources and communication;
- portal build or management requirements;
- review meetings and ongoing support;
- workshops or briefings included or quoted separately;
- any employer-funded counselling arrangement.

What this is not

- not a full EAP unless explicitly contracted;
- not a 24/7 helpline or crisis service;
- not occupational health or fitness-for-work assessment;
- not HR, legal, tax or accountancy advice;
- not mediation or workplace investigation;
- not employee surveillance or individual usage reporting;
- not a replacement for employer responsibilities.

Good-practice positioning

The service can support a more structured approach to staff wellbeing, manager awareness and internal communication. It does not replace the employer's own legal, HR, health and safety, safeguarding or management responsibilities.



Is Workplace Wellbeing Partner right for you?

A tailored next step for employers wanting a closer relationship with Enestee.

This is likely to be a good fit if you want:

- a more tailored wellbeing programme than Staff Wellbeing Access;
- a clearer annual or six-month wellbeing rhythm;
- support for managers and HR communication;
- an enhanced or bespoke staff wellbeing portal;
- workshops, briefings or employer-funded counselling options;
- review conversations and practical planning support.

Useful questions for an initial conversation

- What prompted you to look at workplace wellbeing support now?
- Are you mainly looking for resources, or do you need a more tailored wellbeing plan?
- Do managers need support with wellbeing conversations?
- Are you considering employer-funded or part-funded counselling?
- Do you need a standard portal, enhanced portal or bespoke portal?
- Would workshops or manager briefings be useful?

Talk to Enestee about a tailored partnership

If your organisation wants more than a standard monthly package, Enestee Workplace Wellbeing Partner gives you a flexible way to support staff wellbeing, manager confidence and internal communication.

Call: 01352 406951 **Email:** info@enestee.uk

Website: www.enestee.uk **WhatsApp Business:** 07378 466459