

Agenda Item No: 7 **Report No:** 169/13
Report Title: Wellbeing Statistics
Report To: Employment Committee **Date:** 14 October 2013
Cabinet Member:
Ward(s) Affected: All
Report By: Jill Yeates
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Purpose of Report:

To report on the use of the PPC Wellbeing Online service by staff during the last year.

Officers Recommendation(s):

- 1 To note the report
 - 2 To agree that the contract is renewed for a further year
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Reasons for Recommendations

- 1 Although the number of staff accessing this service has been relatively low those who have used it and given feedback have found it very helpful. If we do not renew the contract, we would have to find an alternative which is unlikely to be cheaper, or as efficient and effective.

Information

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- 2.1 PPC Online are an employee assistance programme who have been providing counselling and wellbeing services to us for nearly a year. The service was offered after East Sussex County Council Occupational Health Service withdrew their counselling service and changed to PPC Online instead.

- 2.2** Because the service is totally confidential and by self-referral, we do not have details of who has accessed the service. However, we are given numbers, and general areas of the reason.
- 2.3** During the 11 months we have had the wellbeing services, 33 people have accessed the website and the advice offered on it (which has been advertised on InfoLink and in LDC News regularly) on topics such as diet, exercise, debt and dealing with stress.
- 2.4** During this time, 10 people have used the telephone counselling service, and 8 people the face to face counselling service. Up to 5 sessions are offered to each person, and if more are needed, we are asked for permission and billed extra; this happened twice during that time.
- Of the 18 cases, 7 were concerning life events, 3 were about couples, 2 about families and 2 psychological anxiety. Other issues were 'psychological depression', 'self esteem', 'work related' and 'other relationship'.
- 2.5** Of those who accessed the service, 14 were at work at the first session, and 16 at work by the last session.
- 2.6** If each of the 18 people had had 5 counselling sessions elsewhere funded by the Council this would have amounted to, or exceeded, the amount we paid to PPC for our annual contract.
- 2.7** Paying annually, we now need to consider whether we renew for the next year or not. PPC have confirmed that they will continue to provide counselling based employee assistance to Lewes District Council on the same terms as agreed last year with a 3% increase taking the rate up to £5.15 per employee per year with a £772.50 per annum admin fee.
- 2.8** The Joint Health and Safety Forum considered the report from PPC and the take-up of the services, and recommended that the subscription be renewed for another year, because although take-up has been lower than expected, if one person stayed at work when they might otherwise have gone off sick, this would probably have paid for the service. The Council is also going through a period of uncertainty over the next year with the restructure and some staff may not be concerned about change and seek reassurance from the service offered by PPC.

Sustainability Implications

- 3** I have not completed the Sustainability Implications Questionnaire as this Report is exempt from the requirement because it is a progress report/budget monitoring report/development control report (*or*)

Equality Screening

- 4** Equality analysis is not required as this is an information only report with no key decisions attached.

Background Papers

5 None

Appendices

6 None