

Agenda Item No: 8 **Report No:** 173/16
Report Title: Staff Health & Wellbeing Strategy
Report To: Employment Committee **Date:** 19 December 2016
Ward(s) Affected: All
Report By: Becky Cooke, Assistant Director of Human Resources & Organisational Development
Contact Officer(s)-
Name(s): Claire Kelly
Post Title(s): OD Business Partner, Shared Service
E-mail(s): claire.kelly@lewes.gov.uk
Tel No(s): 01273 661368

Purpose of Report:

- 1 To update the Employment Committee on work that is being undertaken to set up a new Health & Wellbeing Staff Forum which will discuss and ultimately agree the implementation of a Staff Health & Wellbeing Strategy across LDC and EBC

Officers Recommendation(s):

- 2 To note the report.

Reasons for Recommendations

- 3.1 Research shows that last year over 130 million working days were lost to sickness absence at a cost to the UK economy of £15 billion. Research also indicates that presenteeism could account for as much, if not more of a loss of productivity than sickness absence.
- 3.2 In addition the 2015 CIPD Absence Survey found that two fifths of respondents reported an increase in mental ill-health. The results pointed to heavy workloads, management style and difficult relationships with colleagues as the main causes behind stress and anxiety in the workplace.
- 3.3 The CIPD also suggest that to be effective, employee wellbeing needs to be part of a regular business dialogue and to be deeply embedded into an organisational culture.
- 3.4 The implementation of a Staff Health & Wellbeing Strategy across LDC and EBC will support and inform the development of an improved, co-ordinated and more visible wellbeing offer to staff.

Information

- 4.1 The table below details the current wellbeing activities on offer at both EBC and LDC. The current well-being offer lacks a co-ordinated approach and therefore opportunities to promote well-being initiatives and engage with staff are lost. There may well be other activities going on across both Councils that we are not aware of.

CURRENT WELL BEING INITIATIVES	
EBC (inc EHL)	LDC
HTML Employee Assistance Programme (Information, support & guidance, counselling, CBT, Health Matters information website)	
Kaarp Benefits inc Gym reductions, Health & Wellbeing discounts, financial discounts (health insurance,, money advice)	
Flu Jabs	
DSE user Eye Tests	
Healthy Travel Options (Easit)	
H&S / Risk assessments etc.	
Flexible working	
OLLE wellbeing courses	
Annual Staff Survey	
EHL only Health Hub Day – includes massage tables, smoothie bikes Health Checks etc	Well Being Month (arranged by Unison)
Horder Centre Physiotherapy Services (25% discount for initial assessment)	Global Corporate Challenge – LDC has 4 teams this year, the programme provides employers with an engaging way to create a true culture of health across the business. Cost attached (£49 per team of 7) www.gettheworldmoving.com
Reduced price membership at Cavendish and Hampden Park Sport's Centre	Wave Leisure 20% Discounts on Gym and Swim membership in all Wave centres.
Half price indoor tennis and badminton court hire	Osteoporosis screening (cost to employee)
Corporate membership at Sovereign Centre inc unlimited swimming, gym, workout classes, sauna & steam room. Discount equates to 2 months free membership.	Lunchtime yoga
e-Shaw – Safe and Healthy at Work Online Resource	Well Being Group – HR, Unison and H&S
Healthy Working Insite page	Citizens Advice Bureau presence
Massage in the Workplace	Personal Resilience Workshops
Online Financial Health Check tool	Work Smarter Not Harder

	workshops
Cycle loan scheme	Cycle to Work Scheme

Budget has also been allocated to hold a Health Hub Day at LDC in early 2017.

- 4.2** Staff survey results in EBC indicated that 53% of respondents thought that EBC was concerned about their wellbeing and a further 28% thought EBC was concerned but not often (LDC did not include specific questions about wellbeing in their survey but we will incorporate these in the next staff survey). What was significant was that 39% of respondents were not aware of any wellbeing initiatives or support currently available. This suggests that although there is a raft of wellbeing information and support available, we need to do more to publicise this on an ongoing basis.
- 4.3** Any benefits of a structured and ongoing Health & Wellbeing programme will take time to measure but aims would be to improve the health and wellbeing of staff, reduce absence levels, increase staff engagement, and to provide an enhanced level of support whilst EBC and LDC begin integration.
- 4.4** In order to move forward with a meaningful Staff Health & Wellbeing programme that engages our staff and provides benefits not only to individuals but also to the organisations as a whole, a new Health and Wellbeing Staff Forum is being set up made up of staff from EBC and LDC. The attached draft strategy will be reviewed and discussed by the Forum before being implemented once in a final agreed format.
- 4.5** The draft strategy has been sent out to eCMT with a request for nominations from their teams for staff representatives to join the forum. The first meeting of the forum is scheduled for 20 December 2016.
- 4.6** The strategy includes wellbeing pledges and clear objectives to be met over the next 12 months. It also forms the basis for a more structured approach to wellbeing where an action plan will be produced which engenders accountability and places a requirement to evaluate the effectiveness of the programme and to provide feedback to CMT.
- 4.7** Update reports can be provided to the Employment Committee as the Forum and the Strategy are implemented.

Financial Appraisal

- 5** Budget allocation has been secured for 2017/18 to support the development of the Wellbeing programme and resulting activities for staff.

Legal Implications

- 6** The Legal Services Department have not been asked for comments.

Sustainability implications

- 7** 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

Equality Screening

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

Appendix

- 9** Lewes District and Eastbourne Borough Council draft Staff Health & Wellbeing Strategy