



EMPLOYMENT COMMITTEE – 29 JUNE 2018

JOINT REPORT OF THE DIRECTOR OF CORPORATE RESOURCES AND THE DIRECTOR OF PUBLIC HEALTH

WELLBEING STRATEGY 2018 – 2023

Purpose

1. The purpose of this report is to inform the Employment Committee of the wellbeing strategy and to seek support for its implementation.

Policy Framework and Previous Decisions

2. The Workplace Health and Wellbeing Group identified that wellbeing required a specific strategy rather than being an element within the wider Health, Safety and Wellbeing Strategy.

Background

3. The County Council has had a Health, Safety and Wellbeing Strategy in place since 2014. There is increasing awareness and greater organisational understanding of the importance of wellbeing, in particular the positive impact this can have on performance when a workforce has high sickness absence rates. It was agreed, therefore, to form a Workplace Health and Wellbeing Strategy Group to review the existing strategy and to determine whether the Council's approach to wellbeing could be strengthened. It is important to note that this strategy focuses purely on wellbeing and a separate new strategy for Health and Safety will be created.

Content of the Wellbeing Strategy

4. The Strategy includes the Council's commitment to the wellbeing of its staff; that staff should feel safe and secure and that the Council wishes to create a positive working environment and one that treats all staff fairly. It highlights some management priorities such as:-
 - i) promote a sensible and proportionate approach to risk management through improving the risk assessment and risk control process, to ensure a quality, value for money Health, Safety and Wellbeing Service;

- ii) promote a positive culture of health and wellbeing and to lead by example for County Council staff and communities.
5. The Strategy also highlights the role of the workplace wellbeing champions, which is to coordinate and promote wellbeing initiatives within their own department area. The Strategy encompasses several policies and guidance documents to maintain the Council's compliance with legislation. This Strategy creates strong links to staff mental wellbeing and the importance of physical activity along with healthy eating and details of staff support groups. In addition to this key performance indicators have been established to measure its effectiveness. A copy of the strategy is attached as Appendix A.

Launch of the Strategy

6. The Strategy was launched in January 2018, to complement the ongoing work on attendance management. The launch highlighted the importance of managing workplace health and promoted the variety of activities and initiatives available to our staff. The launch was divided into the following areas:
- Alcohol and Substance Misuse
 - Smoking Cessation and Tobacco Control
 - Physical Activity
 - Healthy Eating
 - Mental Health and Wellbeing

Benefits of implementing a Wellbeing Strategy

7. The strategy forms a platform to improve the wellbeing of staff. It demonstrates the Council's commitment to ensuring effective wellbeing management and risk control. The strategy applies to all services and staff within the Council.
8. Leicestershire County Council recognises that staff are the greatest asset and, as such, will provide a range of opportunities, interventions and support to staff to drive the development of a happy, healthy motivated workforce.

Stress awareness events

9. A new programme has been developed to improve managers' understanding of stress in the workplace. The aim of the programme is enable managers to feel more confident to have conversations about mental health and stress. Five sessions have been planned.

10. The Chairman of the Council and Director of Corporate Resources attended the first session, and both signed the 'Time to Change' pledge which is a commitment to stop the stigma around mental health in the workplace.

Resource Implications

11. No additional resources required.

Recommendations

12. The Committee is asked to note the strategy.

Background Papers

None.

Circulation Under Local Issues Alert Procedure

None.

Equality and Human Rights Implications

An Equality and Human Rights Impact Assessment has been completed. No issues were identified.

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