

EMPLOYMENT COMMITTEE: 16 SEPTEMBER 2021

WELLBEING UPDATE

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose

1. The purpose of this report is to inform the Employment Committee of the outcome of the third Staff Wellbeing Survey undertaken in May 2021 and the establishment of the Corporate Wellbeing Board.

Policy Framework and Previous Decisions

2. Staff wellbeing is a key part of the Council's People Strategy 2020-2024.
3. At its meeting on 3 December 2020, the Committee was informed of the actions undertaken by the Council to support staff wellbeing during the Covid-19 pandemic and this included details of the results from the second Wellbeing Survey undertaken in October 2020.

Wellbeing surveys

4. To understand the impact of the pandemic on employees, the Council undertook an initial Wellbeing Survey in May 2020 and a further one in October 2020.
5. In May 2021 the third Wellbeing Survey was launched, which was a shorter 'snapshot' survey.

Wellbeing survey – round 3

6. The percentage of staff responding to the Survey have reduced over time. Response rates are as follows:

Survey 1	Survey 2	Survey 3
44%	33%	23%

Survey Results from round 3

7. Overall staff feel that the Council's response to the pandemic and the communication with them has been very positive and that as a result they have felt consistently well informed. Staff satisfaction levels on this issue have not changed significantly since the second round of the survey.
8. Levels of worry have increased slightly since the second round of the survey (0.5%) in relation to impact on communities and service users.

9. Levels of worry have decreased for impact upon “your role/job” by 14%, and worry in relation to “your health, safety and wellbeing” have decreased by 2% since the second survey.
10. The results for the question “how well informed do you feel from your manager” have remained consistently high across all Surveys and are illustrated below.

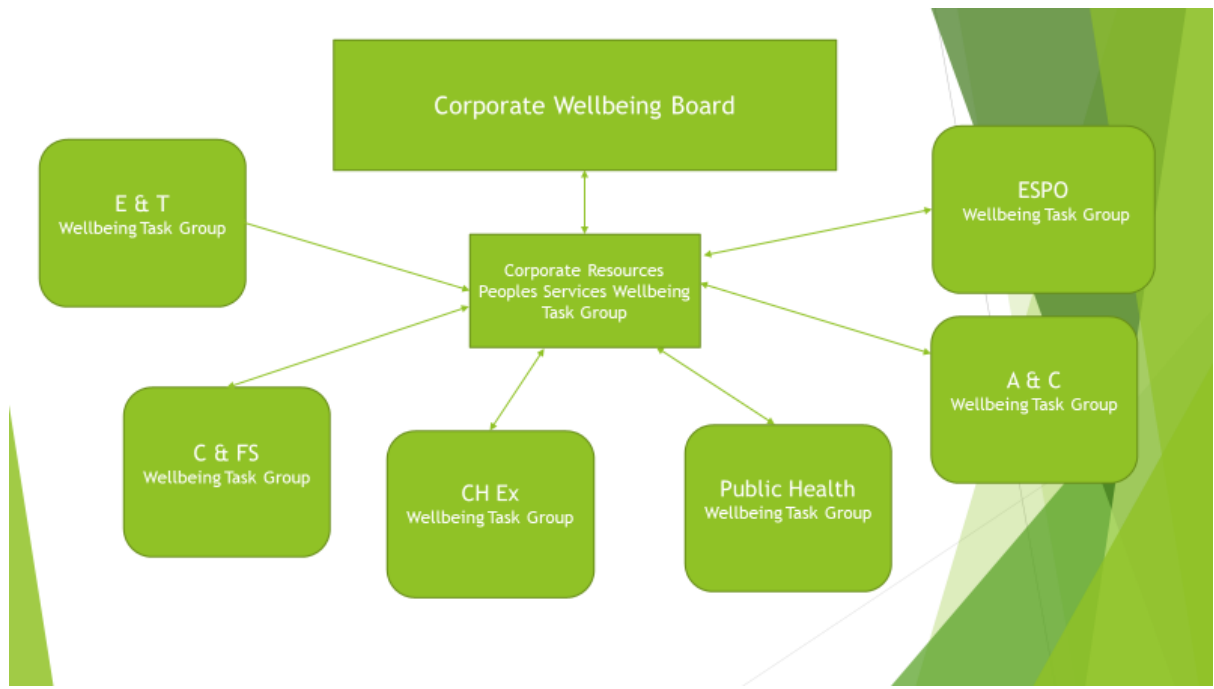
Survey1	Survey2	Survey3
88.2	87.8%	88.5%

Action taken since Wellbeing Survey 2

11. The previous report considered by the Committee on 3rd December 2020 detailed a number of actions which were in progress. These actions are still in place and are being implemented through the Corporate Wellbeing Board Action Plan and Departmental Wellbeing groups.

People Strategy and Wellbeing

12. The People Strategy, 2020 - 24, outlines the Council’s commitment and plans in relation to wellbeing.
13. Through engaging with staff and feedback from the counselling service, it was clear that four key areas were of main concern to staff. These were: stress management, bereavement, anxiety and depression. To address these key concerns, four topic areas will inform the majority of wellbeing support and activities. These are sleep, physical exercise, mindfulness and resilience.
14. In addition, the approach, framework and governance in relation to wellbeing has been reviewed by People Services to ensure that the support is fit for purpose.
15. In response to this, a Corporate Wellbeing Board has been set up. The Board is chaired by an Assistant Director, supported by Health, Safety and Wellbeing and Public Health colleagues.
16. Each department is represented on the Board and representatives will be responsible for implementing wellbeing initiatives within their departments, supported by the Corporate Resources People Services Wellbeing Task Group.
17. The departmental representatives will be key to ensuring that wellbeing initiatives are appropriate and accessible to the various services across the Council.
18. The diagram below illustrates the structure of the Corporate Wellbeing Board.



19. The Corporate Wellbeing Board's Action Plan detailing activity that will be undertaken to improve staff wellbeing and awareness is attached at the Appendix for information.

Next steps

20. The Corporate Wellbeing Board will continue to meet on a quarterly basis and to implement the agreed plan alongside colleagues across the Council.

21. The Employment Committee will be provided with regular updates.

Conclusion

22. The results from round 3 illustrate a consistent satisfaction with how the Council is managing the pandemic and how managers are communicating with employees.

23. The results from round 3 do indicate that staff are significantly less worried about their job/role but are slightly more concerned about the impact upon services users and the community.

24. The Corporate Wellbeing Board will consider the results from round 3 which will help to inform the Wellbeing Action Plan.

Recommendation

25. The Employment Committee is asked to note the continued focus on staff wellbeing and resilience across the Council, the results of the third Wellbeing Survey, the establishment of the Corporate Wellbeing Board and the Wellbeing Action Plan (appended to the report).

Background papers

Report to the Employment Committee 3 December 2020 – Wellbeing Survey – Results and Action Plan

<http://cexmodgov1/ieListDocuments.aspx?CId=212&MId=6187&Ver=4>

Report to the Employment Committee 17 September 2020 – Covid-19 – Staff Wellbeing Update

<http://cexmodgov1/ieListDocuments.aspx?CId=212&MId=6186&Ver=4>

Circulation under the Local Issues Alert Procedure

None.

Equality and Human Rights Implications

None.

Appendix

Wellbeing Action Plan 2021-23

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