

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment & Appeals Committee **DATE** 6 June 2013
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WARD(S): All

PART 1 **FOR INFORMATION AND DECISION**

Update on Wellbeing Strategy–

1 **Purpose of Report**

To provide an update on the staff initiatives introduced to support the Wellbeing agenda, as part of the wider Workforce Strategy.

2 **Recommendation(s)/Proposed Action**

For information only.

3 **The Sustainable Community Strategy, the JSNA and the Corporate Plan**

Sustainable Community Strategy Priorities

- Health and Wellbeing – the initiatives outlined within this report will encourage staff to improve their health and wellbeing.

Corporate Plan 2012/13

The Wellbeing Strategy updates outlined within this report meet the Corporate Plan's objectives as follows:

1. Improve customer experience by improving the physical, mental health and wellbeing of staff, which will increase productivity, performance and provide a greater customer experience;
2. Deliver high quality services to meet local needs by increasing attendance at work, which will in turn increase productivity and improve morale of the workforce. This will result in an improved customer satisfaction level from the community on services provided;
3. Develop new ways of working by introducing a change in how managers deal with sickness absence which will ensure consistency in approach and issues are promptly resolved with specialist advice and support;
4. Develop a skilled and capable workforce by ensuring that all managers are trained in the new sickness absence policy and develop their management skills to deal with performance management issues effectively and consistently;

5. Improvements in performance management will result in an overall reduction of working days lost, an associated reduction in agency costs and achieve value for money.

4 **Other Implications**

(a) Financial

The Council are currently reporting an annual 10 fte days lost per employee. The actions / proposals included in this report anticipate and aim towards a reduction to 6 fte days by 2014/2015.

(b) Risk Management

Risk	Mitigating action	Opportunities
Legal	We have met the statutory consultation timescales with our Joint Trade Unions and have complied with the Green Book Conditions.	
Property	None	
Human Rights	None	
Health and Safety	None	To encourage all staff to consider their working environment, their responsibilities for their own health and safety and worklife balance.
Employment Issues	<ul style="list-style-type: none"> All staff are affected by the Employee Wellbeing Initiatives and have been invited to participate. The Sickness Absence Policy has been reviewed with our Trade Unions and statutory consultation timelines have been met. However this review does not affect any of their employment rights. 	
Equalities Issues	None	The review of the sickness absence policy has been conducted with representatives from the Disability Forum to ensure that our disabled staff are treated fairly and consulted with the group.
Community Support	None	
Communications	A Communications Plan has	The Communications

	been established supported by the Wellbeing Project Group and CMT to ensure that all Wellbeing Initiatives are corporately advertised to all staff.	Plan will be continually updated as initiatives are completed / developed.
Community Safety	None	
Financial	None	Reduction from 10 days lost due to Sickness to 6 days lost which will give the Council a financial saving and increase productivity levels.
Timetable for delivery	April 2013 –new sickness absence balanced scorecard launched. Ongoing programme of Wellbeing Initiatives.	
Project Capacity	None	
Other	None	Need to work with specialist experts (e.g. Occupational Health, NHS and PCT)

(c) Human Rights Act and Other Legal Implications

We have met the statutory consultation timescales with our Joint Trade Unions and have complied with the Green Book Conditions.

(d) Equalities Impact Assessment

An Equalities Impact Assessment has been undertaken for the Wellbeing Strategy update and is attached as Appendix A.

(e) Workforce

All staff are affected by the Wellbeing Strategy and the unions are members of the Wellbeing Project group.

5 Supporting Information

Update on Wellbeing Initiatives

5.1 A Healthy Eating Campaign will be held on 12 June 2013 and follows on from the successful health kiosk that was held in September 2012. The campaign will be held between the core hours of 10.00 am – 11.00 am and 3.00 pm – 4.00 pm outside of the lifts on floors one and two, where staff will be invited to take part in some taster sessions and a fun quiz. The campaign will include:-

- Alcohol awareness – calories in your drinks
- Food labelling & takeaways – salt, fat and sugar info
- 5-a-day – free tasters of fizzy fruit based drinks which count as one of your 5-a-day, free cake tasters of ‘hidden’ goodness e.g. chocolate beetroot brownie

- Energy in, energy out – balancing the scales and the consequences of obesity
- Know your portions
- Survey - completed ones will be entered into a prize draw to win one of two healthy hampers worth £50 each. Staff will need to visit both floors to get the answers for the survey!

5.2 Pace along with your Pedometer

This exciting, healthy and fun initiative being organised in conjunction with the British Heart Foundation will start on 1 July 2013 and will be held for one month. Each team will consist of 5 members to include a nominated captain. Each team member will be issued with a pedometer and there will be various locations identified within Slough to “clock” up the miles. In addition, there will be other local initiatives that are available, for example the healthy walks programme being held by the Leisure team. The winning team will win the accolade of walking the most miles and there will be a trophy presented to the team. Further details are to be released via grapevine and it is anticipated that there will be a good take up of this inclusive event.

5.3 Further initiatives planned include:-

- * a “Tour de Slough” to link in with the Council’s promotion of the salary sacrifice scheme to purchase a bike;
- * a health MOT to pick up any findings from the healthy eating campaign;
- * stress contributors – in readiness for Christmas build up

Healthy, Happy and Here