

 Health Overview & Scrutiny Sub Committee – 14th March 2018		Agenda Item No. 4
Title	Health and Well-being Update (Objective 3)	
For further information about this report please contact	Karen Weatherburn, Learning & Development Officer Karen.weatherburn@warwickdc.gov.uk Tracy Dolphin, HR Manager Tracy.dolphin@warwickdc.gov.uk	
Wards of the District directly affected		
Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?	No	
Date and meeting when issue was last considered and relevant minute number	N/A	
Background Papers	Nil	

Contrary to the policy framework:	No
Contrary to the budgetary framework:	No
Key Decision?	No
Included within the Forward Plan? (If yes include reference number)	Yes/No
Equality Impact Assessment Undertaken	Yes

Officer/Councillor Approval		
Officer Approval	Date	Name
Chief Executive	19.2.18	Chris Elliott
CMT	22.2.18	Bill Hunt & Andy Jones
Section 151 Officer	19.2.18	Mike Snow
Monitoring Officer	22.2.18	Andy Jones
Finance	19.2.18	Mike Snow
Portfolio Holder(s)	22.2.18	Councillor Mobbs
Consultation & Community Engagement		
Consultation with Workforce Steering Group and Unions as part of ongoing updates.		
Final Decision?		Yes/No
Suggested next steps (if not final decision please set out below)		

1. **Summary**

- 1.1 The report provides an update on our co-ordinated approach to Health & Wellbeing for WDC employees

2. **Recommendation**

- 2.1 That the Health Overview & Scrutiny Sub-committee note the report.

3. **Reasons for the Recommendation**

- 3.1 To provide an update of the work being undertaken to achieve objective three of the overall approach to the Council's health and wellbeing.

4. **Policy Framework**

4.1 **Fit for the Future (FFF)**

The Council's FFF Strategy is designed to deliver the Vision for the District of making it a Great Place to Live, Work and Visit. To that end amongst other things the FFF Strategy contains several Key projects.

The FFF Strategy has 3 strands – People, Services and Money and each has an external and internal element to it. The table below illustrates the impact of this proposal if any in relation to the Council's FFF Strategy.

FFF Strands		
People	Services	Money
External		
Health, Homes, Communities	Green, Clean, Safe	Infrastructure, Enterprise, Employment
<u>Intended outcomes:</u> Improved health for all Housing needs for all met Impressive cultural and sports activities Cohesive and active communities	<u>Intended outcomes:</u> Area has well looked after public spaces All communities have access to decent open space Improved air quality Low levels of crime and ASB	<u>Intended outcomes:</u> Dynamic and diverse local economy Vibrant town centres Improved performance/ productivity of local economy Increased employment and income levels
Impacts of Proposal		
By ensuring our internal approach to health and wellbeing is robust will correlate with our external approach	None	None
Internal		
Effective Staff	Maintain or Improve Services	Firm Financial Footing over the Longer Term
<u>Intended outcomes:</u> All staff are properly trained	<u>Intended outcomes:</u> Focusing on our customers' needs	<u>Intended outcomes:</u> Better return/use of our assets

All staff have the appropriate tools All staff are engaged, empowered and supported The right people are in the right job with the right skills and right behaviours	Continuously improve our processes Increase the digital provision of services	Full Cost accounting Continued cost management Maximise income earning opportunities Seek best value for money
Impacts of Proposal		
Ensuring Staff Health and Wellbeing is provided for	By ensuring our own internal approach is robust will support staff to provide services in a healthy environment	Full review of training and development to support health and wellbeing to seek best value for money

4.2 **Supporting Strategies**

Each strand of the FFF Strategy has several supporting strategies and the relevant ones for this proposal are Health and Wellbeing Approach. This report demonstrates the interventions being undertaken across the council to deliver the councils approach.

4.3 **Changes to Existing Policies**

There are no proposed changes to existing policies proposed in this report.

5. **Budgetary Framework**

- 5.1 The health and well-being agenda is regularly reviewed, where further support for resources are identified budgetary implications may apply

6. **Risks**

- 6.1 By not meeting the objective risks impacting on the health and well-being of our own staff and the consequences on service delivery.

7. **Alternative Option(s) considered**

- 7.1 Not to deliver the priorities identified and consider alternative approaches. This has been discounted based on the deliberations of the HOG group.
- 7.1 None

8. **Background**

- 8.1 The *Health and Wellbeing Approach* details the Council's three priorities
1. To embed HWB at a strategic level
 2. To promote HWB to the wider community (Warwickshire Health and Wellbeing Strategy priorities as sub-headings to this priority)
 3. To address the HWB of our own staff (this report focuses upon the delivery of this objective)

- 8.2 There are four main actions which have been identified as being important to ensure that this objective can be delivered:
1. Ensure our policies, strategies, plans, projects and key decisions address HWB
 2. Engage & enable staff / elected members to incorporate HWB into their roles
 3. Ensure that we are working in partnership to deliver HWB objectives
 4. Ensure that the HWB arrangements between stakeholders are working correctly and that feedback loops are established

The actions identified in 8.3 – 8.12 address these objectives.

- 8.3 Officers have formed a Health Officer Group which maps the contributions of the service areas to the Health and Wellbeing approach of the council, and to the wider Warwickshire Health and Wellbeing strategy (as detailed in the annual update to the committee). Within the Health & Wellbeing Officers group we are renewing the Health Champions role to ensure we all work together for the benefit of WDC.
- 8.4 MECC – ‘making every contact count’; training to be planned in 2018 to enable officers to sign post, where appropriate, key health messages and support. The aim is to embed the MECC culture so it becomes second nature at all times.
- 8.5 Utilising funding provided, we are working in conjunction with Public Health Warwickshire to deliver Mental Health First Aid Lite (half day course) to front facing staff and people managers. This will provide support, knowledge and skills to both WDC residents and our own staff relating to mental health awareness. Following this, further training for other staff and elected members will be planned.
- 8.8 Our intranet ‘Health and Wellbeing’ page has been developed to provide informative and interactive articles and signposting for users. We are monitoring the use of the page and from May 2017 it has achieved 375 views with an average of just over a minute spent reviewing it. The page gives links to Wellbeing Articles provided by external partners and colleagues, useful websites e.g. Breathing Space, Everyone Active, following the “five ways to wellbeing” principles of ‘Give’, WCC Wellbeing Portal and CSW Sport to name a few. We have also started a Health Events Calendar from information provided by colleagues on different events within the district.
- 8.6 We are in the process of recruiting additional volunteer Employee Support Officers (ESO’s) to enable the team (4 at present) to further support/signpost staff with both work-related and personal issues. The ESO scheme has now been in place for 10 years and has provided invaluable support to our staff. All new ESO’s will receive training related to the role.
- 8.7 We continue to provide ‘Flu’ jabs at a reduced rate for all staff. 51 staff/councillors received this inoculation in 2017 which is an increase from 27 in 2016 and 38 in 2015. Linking with this, we are also ensuring relevant Health messages are highlighted to staff via the intranet e.g. ‘Preventing the spread of flu’.
- 8.8 Following the five ways to wellbeing principle of ‘Give’, we encourage staff to share the volunteer and charity work they have undertaken in their own time.

We promote this on our intranet to demonstrate the different types of activities that individuals could take part in, but may not have considered.

- 8.9 On 26th September 2017 we held an exciting and inspirational 'Health & Wellbeing Event' inviting all WDC staff and Councillors. Highlights from the event include: 'Everyone Active', who undertook a total of 60 fitness assessments with many people surprised at their physical 'internal age'. The community dietician emphasised data relating to hidden sugar content; 'Walking for Health' shared information of their energising walks; we found out from the Arts team 'What's on' at the Spa Centre/Pump Rooms. Safer Communities provided an update from their 'Your town, Your choice' roadshows delivered within the district and CSW Sport undertook a 'Wellbeing' survey.
- 8.10 Continual promotion of health and wellbeing events;
- Culture – we promote the events and activities at the Spa Centre, the Art Gallery and Museum to demonstrate that we offer a wide choice of options for staff to improve their well-being e.g. exhibition openings and creative workshops that they can take part in.
 - Everyone Active joined us on the 15th December 2017 as part of the Christmas Jumper fundraising event to encourage staff to sign up for membership. They also ran a Spin-a-thon on Saturday 27th January 2018 to raise money for Mind & Macmillan
 - Health Testing - 10 men took part in the PSA (Prostate-specific antigen) testing for men over 45 from the Graham Fulford Charitable Trust with many women taking information leaflets for male friends and relatives.
- 8.11 Within learning and development our comprehensive calendar of learning opportunities staff promotes the benefits to staff to "keep learning", in addition we offer a range of courses which will enhance the feeling of goodwill for staff as they carry out their work, such as lone working, dealing with aggression, IOSH Managing Safely & IOSH Working Safely.
- 8.12 Following the award of the Health & Wellbeing Charter in 2016 we are reviewing our activities and practices to enable us to successfully renew this during 2018. Future plans include:
- a. Planning priority awareness and Health Check events for WDC staff and Councillors throughout 2018.
 - b. 'Everyone Active' to return during March/April to review how our 'internal ages' have developed.
 - c. An inspirational Health & Wellbeing blog featuring stories from staff and Councillors on what Health & Wellbeing activities they have taken part in or accomplishments to celebrate. Publicise key messages e.g. Duncan Selbie (Chief Executive of Public Health England) 'Friday Message'.
 - d. Introduce internal wellbeing challenge events e.g. the 'Virgin Pulse Global Challenge'. This is under review based on costs and considering the increase of individuals 'owning' their own step/exercise tracking device.
 - e. Training on Health & Wellbeing related subjects as part of the standard Learning & Development opportunities.
 - f. The Community Partnership team are currently promoting opportunities for staff to undertake Health Walks from RSH during lunch breaks.
 - g. Considering opportunities to build on the success of the staff "table tennis leagues" and to consider other activities in the workplace to encourage activity during the working day.

- h. To ensure Health & Well-being of staff is an integral part of the HQ Relocation prior, during and following the move.
- i. Work with our change partners/project group to review our approach and continually assess and implement innovative ways of promoting and implementing health and well initiatives.

9.0 **Governance**

- 9.1 Employee Well-being is one of the key themes of the People Strategy and the associated action plan. This is monitored and reported back to the Workforce Steering Group (comprising of SMT and sponsored by Chris Elliott); the People Strategy Steering Group; and as part of the People Strategy update report to Employment Committee. The HOG group also regularly reports updates to SMT and Health Overview & Scrutiny Sub Committee.