

Staffing Committee

Date of Meeting: 25 April 2019

Report Title: Wellbeing in Work Strategy 2018-19

Senior Officer: Sara Barker, Head of HR

1. Report Summary

- 1.1 Workplace Wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment and culture along with the way they are managed and led. The wellbeing of staff is a key factor in improving productivity, building engagement and determining long-term success.
- 1.2 As a key enabler of the Brighter Future Together (Culture) Programme and the Council's vision for workplace culture, the purpose of this report is to update on the Wellbeing in Work programme initiated in 2017/18 and to update on the strategy and programme of work for 2018/19. The Wellbeing in Work Strategy supports the Council's employee deal and also supports the Council's Corporate Plan, specifically outcomes 5 - 'People live well and for longer' and 6 - 'A responsible, effective and efficient organisation', recognising that a significant proportion of staff live and work within the borough.

2. Recommendation

- 2.1 To note the report.

3. Reasons for Recommendation

- 3.1 To ensure members are kept up to date with progress and plans for 2018/19.

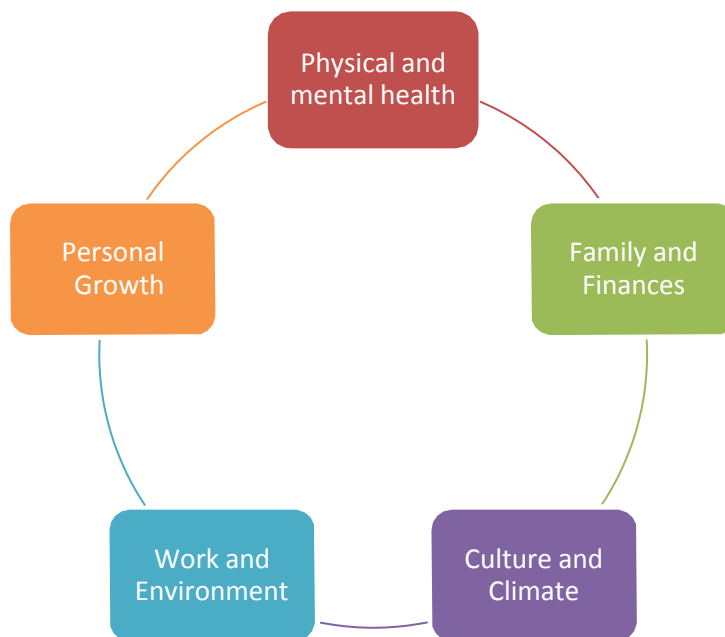
4. Background

- 4.1 The Council introduced the Wellbeing in Work programme in the autumn of 2017. The key drivers for the programme are:
 - To build individual, team and organisational resilience
 - To prevent and reduce levels of absence
 - To help improve productivity and performance
 - To improve levels of employee engagement and alignment

- To support the ongoing development of a positive organisational culture as outlined in the Council’s Vision for Workplace Culture and the Council’s Employee Deal.
- To meet outcome 6 of the Corporate Plan – a responsible, effective and efficient organisation.

4.2 Drawing from best practice the Council’s Wellbeing in Work framework takes a holistic approach and focuses on five interconnected areas as outlined below:

Wellbeing in Work framework:



4.3 As outlined in the Council’s Employee Deal each member of staff has a personal responsibility for their own wellbeing and to support and encourage others to do so, but the council has an important role in strengthening wellbeing in work and embedding a positive, caring culture.

4.4 The Council has a range of policies, practices and initiatives which provide a strong foundation for the wellbeing in work framework and programme to

further improve, connect and sustain wellbeing within the workplace. To support this, engagement opportunities are in place for staff including a monthly Wellbeing in Work Newsletter, Staff Forum broken into three geographically based groups and the opportunity to become a Time to Change Ambassador helping to break the stigma of Mental Health.

5. Briefing – progress against the objectives and programme 2018/19

- 5.1 The Council has developed a clear vision for the workplace culture that was launched 23rd July 2018. This is summarised as having a shared purpose, staff are supported and well led, colleagues are treated fairly and highly valued and we succeed together. The wellbeing of staff is integral to this vision and is further endorsed through the supporting behavioural framework and the commitments outlined within the employee deal. The council's commitment to the wellbeing of its workforce tangibly demonstrates that all staff are highly valued and supported.
- 5.2 It is recognised that many areas of the Council's work directly or indirectly impact on staff wellbeing, alongside of leadership styles and standards. The Council's Wellbeing in Work framework provides the focus for five interconnected objectives and a supporting programme of initiatives, progress is summarised in **Appendix 1**. Overall the programme is progressing well, with the Wellbeing in Work Week that took place from 11th to 15th March proving to be a particular highlight; it was well attended and positively received by staff from across the Council.
- 5.3 The aim of the programme is to connect those initiatives, identify gaps and empower colleagues to take ownership of ideas and initiatives which will contribute to this important agenda. All of the objectives outlined are aligned with the Council's promise of "Working for a Brighter Future - Together" and vision for our workplace culture.
- 5.4 The success of the programme is being measured through the Wellbeing in Work Dashboard included Appendix 2.

6. Implications of the recommendations

6.1 Legal Implications

- 6.1.1 A number of the objectives and initiatives outlined in Appendix 1 will contribute to ensuring the Council's Health and Safety and Equality and Diversity statutory requirements are met.

6.2 Financial Implications

- 6.2.1 Funding for the Wellbeing in Work programme will be

resourced collaboratively from existing HR service budgets and agreed allocation of staff time. There is no specific wellbeing budget.

6.3 Human Resources Implications

6.3.1 A sense of identity and belonging is fundamental to wellbeing at work and productivity and there are significant overlaps between **employee recognition, engagement and wellbeing** in that when staff feel their thoughts and ideas are valued and they are recognised for their contribution this will boost wellbeing.

6.4 Risk Management Implications

6.4.1 Wellbeing in work is a key ingredient in attracting and retaining the talented staff the council needs and contributes significantly to building individual, team and organisational resilience which is essential to weather outside influences which the Council cannot control.

6.5 Dependencies

6.5.1 There are interdependencies between the Brighter Future Together (Culture) Programme and the Wellbeing in Work programme in establishing and enabling a supportive culture where staff are highly valued.

6.6 Rural Communities Implications

6.6.1 Improving the wellbeing of staff who live in and work with rural communities will have a positive impact.

6.7 Implications for Children and Young People / Cared for Children

6.7.1 There are no direct implications for Children and Young People.

6.8 Public Health Implications

6.8.1 The Wellbeing in Work strategy is aligned with Public Health objectives and principles

6.9 Ward Members Affected

6.9.1 No specific wards affected.

6.10 Access to information

6.10.1 The background papers relating to this report can be inspected by contacting the report writer.

6.11 Contact Information

6.11.1 Any questions relating to this report should be directed to the following officer:

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