



Date of Meeting	26 <sup>th</sup> November
Portfolio	Cabinet Member for Health & Wellbeing
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Public/Private Document	

## Workforce Wellbeing Update 2019

### Executive Summary

1. The purpose of this report is to update Corporate Overview and Scrutiny Committee on the progress made to date on the workforce wellbeing strategy for the Council and CCG. On the basis of a staff survey and engagement with a range of stakeholders (including newly appointed wellbeing champions from across the organisations) key priorities have been identified with a supporting action plan, overseen by a cross organisational steering group. The priorities and implementation plan are attached to the report as Appendix 1 and 2 respectively

### Recommendation

2. That Corporate Overview and Scrutiny Committee note the progress being made to date and endorse the direction of travel. That the committee scrutinise this and make suggestions based on this scrutiny

### Reason for Recommendation

3. Workforce Wellbeing is a key enabler for the success of any organisation in terms of increased employee engagement, increased productivity and reduced absenteeism

### Key Points for Consideration

- 4.1. In June 2018 the Joint Leadership team gave approval for a workforce wellbeing survey to be undertaken. The aim was to capture both qualitative and quantitative information on staff wellbeing to inform a workforce wellbeing strategy and action plan to strengthen employee engagement and satisfaction and to help to achieve the organisations' objectives.
- 4.2 It was recognised at this stage that the organisations already offered a wide range of policies, resources, information and activities to promote employee health and wellbeing but that it was not necessarily informed by staff themselves and lacked ownership, awareness and appropriate use by those who would benefit the most.
- 4.3 Both Organisations have signed up to The Greater Manchester Good Employment Charter as a framework on which to base the approach. We are currently part of a pilot group of organisations of which there are twenty in number cross a range of sectors within Greater Manchester. The draft Charter is attached as Appendix 3 to the report
- 4.4 In July 2018 the Employee Wellbeing Survey was available for all staff to complete, either via printed copies or on-line. It was promoted through internal communications. There was a reasonable response received with just under 25% of the overall workforce completing the survey. On a positive note responses came from across a wide range of services, based in a number of buildings, for example 19% of respondents were from Adult Care and Children's Social Care. The responses included 60% females and 33% males, which is representative of the overall workforce.
- 4.5 The questionnaire covered a number of topics. Based on the National Workplace Wellbeing Charter these were grouped under the following 7 standards:
  - Leadership and communication
  - Working environment, health and safety requirements
  - Mental health and wellbeing
  - Smoking and tobacco related ill health
  - Physical activity
  - Healthy eating
  - Alcohol misuse
- 4.6 The responses were scrutinised and shared at a stakeholder workshop in May 2019, attended by 55 stakeholders including Elected Members, Trade Union representatives and employees representing various RBC services and HMR CCG. At the workshop views were captured around priorities and the above key themes were further explored. The key issues and priorities were then discussed and shared with the Joint Leadership Network ahead of a session with our 27 self-nominated Wellbeing Champions who were given the opportunity to prioritise actions for the key themes. The final three overarching themes that were recognised as significant are listed below and incorporate all the previous 7 themes are;

- **Culture and Working Environment,**
- **Positive People and Relationships**
- **Inspiring Healthy Habits.**

A workplace wellbeing framework (Appendix 1) has been produced summarising our 9 priorities for the coming year, as highlighted by the wellbeing champions, embedding the new values of Passion, Pride, Pioneering and Open, with 3 priorities sitting under each theme. These priorities are being supported by an action plan which is managed by a cross organisational steering group who meet monthly and is chaired by the Director of Public Health and Wellbeing.

- 4.7 Many of the results from the survey highlighted the commitment to staff wellbeing already adopted as well as identifying opportunities to strengthen and build on some of the great work taking place to improve staff wellbeing. A summary of the key results is attached to the report as Appendix 3

We have a team of 27 workforce wellbeing champions who put their names forward during the survey process. This group meets monthly to support the development and implementation of the action plan. The wellbeing champions are key in the communication process to make sure employees are aware of events and developments that are happening.

A Your workplace wellbeing branding theme has been developed and will be used for all communications. Your workplace wellbeing intranet pages have been developed to promote and coordinate activity in this area and to provide a consistent brand for the work. These can be viewed on the intranet pages via the following link.

<http://council.rochdale.local/corporate/health-wellbeing/SitePages/Home.aspx>

- 4.8 In recognition of the progress we have made in this area of work we have been shortlisted for the 'Active Workplace of the Year' award by GreaterSport – Greater Manchester Sports Partnership.

- 4.9 A key focus for the group going forward is training with wellbeing training opportunities including mindfulness, Connect 5 and Stress Management

### **Costs and Budget Summary**

5. Currently the Healthy Workplaces programme manager, based in Link4Life dedicates 2 days per week to drive forward the work with support from colleagues in HR and OD, Health and Safety, Public Health and Communications along with other colleagues and the team of Workforce Wellbeing Champions.

### **Risk and Policy Implications**

6. The risk of failing to prioritise workforce wellbeing is low engagement, poor productivity, high absence rates and potential litigation

### **Consultation**

7. The recognised Trade Unions are key partners in the workforce wellbeing programme of work

<b>Background Papers</b>	<b>Place of Inspection</b>
8.	

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