

OVERVIEW OF THE SURVEY RESULTS AND OPPORTUNITIES TO ADDRESS THE FINDINGS

General:

- The first question in the survey asked participants about their general health and asked them to rate it either Very Good, Good, Average, Poor or Very Poor. The outcome from this question was positive, and the majority of people who completed the survey, described their general health as good or very good (72%).
- However, there was some variation. In the 0-19 age group 82% reported themselves as having good or very good health, compared to 69% in the 40-49 age group. Between males and females the proportion was almost the same, 74% and 73% respectively.

Leadership and communication:

- Consider comments such as ‘encourage line managers and directors to be role models’
- 58% have used the flexible working scheme and consider it a good benefit. A further 26.5% haven’t used it, but still think it’s a good idea. A quarter of employees have not accessed the flexible working initiative, and the many comments regarding the lack of consistency of flexible working demonstrate the requirement to implement clear guidelines across the business. Communicating policies and supporting line managers to implement the initiative to employees where appropriate may improve work-life balance/wellbeing.
- Only a quarter of employees have engaged in a health and wellbeing event, leaving 54% having never participated in a staff health and wellbeing event. In the future these would benefit from being needs led and widely communicated.
- 8% of staff report that regular 1:1 and Employee Performance Development Review’s (EPDR) are not applicable to them. Almost 15% consider them to not be a good idea and 17% have never used them. Promotion of EPDR’s and 1:1’s with all managers to improve communication and identify any issues that may be impacting on wellbeing is vital. But almost three quarters believe their line manager involves them in decision making about their work and they could discuss their health and wellbeing needs with them if required. 20% don’t feel supported to perform. There is an opportunity to ensure that all line managers are skilled in having difficult conversations, developing people and resolving disputes.
- Two thirds agree that RBC supports a healthy work-life balance with 42% agreeing that RBC encourages them to lead a healthy lifestyle (leaving 58% who didn’t), and almost 60% agree that this is supported by their line manager (40% no opinion or disagree). 60% agree RBC supports them to have a positive work-life balance. A majority (66%) agreed that their work schedule was flexible enough to meet their needs.

Working environment, health and safety requirements:

- It is critical that the 103 respondents who do not feel that their place of work is safe and secure are recognised and the vulnerabilities are eliminated. Regular health and safety meetings should be held with employee representation in developing and evaluating health and safety policies.
- Regular and consistent workstation assessments to improve the 24% of workforce who reported lumbar seating position as having an influence on their wellbeing.
- Environmental factors that impact on employee's wellbeing include stress (34%), temperature (33%) and seating position (24%).

Mental health and wellbeing:

- 2 thirds have never used the Employee Assistance Programme (EAP), but believe it is a good employee benefit.
- A third of the workforce believes that RBC positively supports their mental wellbeing. A quarter disagrees, or strongly disagrees with this statement. 30% are satisfied that they have the opportunities to look after their mental wellbeing before, during and after work.
- Asking staff how they feel resulted in half of respondents describing their energy levels at work as average, poor or very poor. Just under half of respondents describe their mood at work as average, poor or very poor. However, 57% rate their concentration as good or very good. A third consider their stress levels as good or very good, but 2 thirds consider their stress levels as average, poor or very poor. Counteracting stress levels with positive actions would be beneficial, such as opportunities to exercise, lunch breaks and a supportive environment.
- Although the general perception around mental wellbeing as a RBC employee is positive (a third agree or strongly agree that RBC positively supports their mental wellbeing, 30% are satisfied or very satisfied that the opportunities to look after their mental wellbeing and two thirds believe that RBC supports a healthy work-life balance), there are a large number of employees (20-30%) who do not feel that their mental wellbeing is supported as a RBC employee, and 70% who reported stress levels were below average. Opportunities to promote the EAP and other wellbeing programmes are important, as are regular 1:1's, annual EPDR's, and other methods of communication regarding workload, work-life balance, external stressors, line management and other contributing factors.
- Comments were noted such as 'more training on mental wellbeing'. Mental Health First Aid Training / Connect 5 could be delivered for line management to enable them to confidently have conversations with staff regarding mental wellbeing.

Smoking and tobacco related ill health:

- Smoking prevalence amongst those who completed the survey was reported at 10%, which is much lower than the prevalence in Rochdale and across the North West (17.8% and 16.1% respectively). Only 3% of respondents reported that they smoke during the working day.
- Vaping prevalence amongst those who completed the survey was reported at 5%. This is similar to the national picture which is reported to be around 6%. Only 2% reported vaping during the working day.
- Despite the uptake of smoking cessation and drug and alcohol services being low, there are many who believe they are a positive benefit. The council has an up to date smoke free and vape free policy and this needs actively promoting, implementing and supporting by all staff and line managers, with breaches being reported and acted upon.

Physical activity:

- There is justification to deliver physical activity programmes with 60% being sedentary during the working day and 39% intending to change their activity levels in the near future. The biggest barrier to participation was work commitments (36%) family commitments (34%), and cost of facilities (24%.); could this be influenced through flexible working, or managing workloads? In addition, reducing the cost of L4L facilities, or activities being provided on site at minimal costs to reduce the monetary factor and the barrier of having no one to exercise with. Recurrent suggestions from employees include walking lunch groups, walking meetings, yoga, walking routes around the building, improving facilities, team based activities, senior members of staff leading by example and the need for changes in culture allowing greater flexibility to allow participation.
- 60% report using the stairs to access upper floors but unfortunately this does not provide a picture on how often, how many levels etc. Work is already being carried out to encourage stair usage, which can increase activity during the working day, but we should be driving a culture where stairs are the default option for getting between floors. To measure the impact of the signage, we should measure stair usage before and after the signage is put up. Employees should be encouraged to take regular breaks.
- Only 14% walk or cycle on their commute to work. Over half of the workforce commute between 1-5 miles, yet 83% drive to work. With the large numbers who live less than 5 miles from their place of work, yet use a car, there are opportunities to increase numbers who are using active transport to commute to work through working with TfGM. Improving the facilities on sites such as lockers and drying facilities to remove barriers could impact this. Alternatively, promoting a car sharing scheme has benefits for the environment and can alleviate some of the commuter stresses and build relationships between colleagues.

Healthy eating and water:

- *67% of employees drink less than 5 glasses of water per day.* Work alongside Public Health to promote drinking water during the working day. Ensure all sites have available drinking water and promote a campaign to encourage it, highlighting the benefits of being hydrated.

- Almost 40% have been thinking about or intend to improve their diet in the coming months. There is opportunity for healthy eating interventions to encourage healthier diets.

Alcohol misuse:

- Although alcohol consumption doesn't seem a problem generally, there are people who drink more than 2-3 units of alcohol 5+ nights a week. This could be challenged through alcohol and mental health/stress campaigns as well as increased awareness of the support services available and managers understanding and addressing the link between alcohol, substance misuse and stress.