

<b>REPORT TO:</b>	<b>FINANCE AND MANAGEMENT COMMITTEE</b>	<b>AGENDA ITEM: 11</b>
<b>DATE OF MEETING:</b>	<b>14<sup>th</sup> MARCH 2019</b>	<b>CATEGORY: DELEGATED</b>
<b>REPORT FROM:</b>	<b>STRATEGIC DIRECTOR (SERVICE DELIVERY)</b>	<b>EXEMPT PARAGRAPH NO:</b>
<b>MEMBERS' CONTACT POINT:</b>	<b>DAVID CLAMP 01283 595729 <a href="mailto:David.clamp@southderbyshire.gov.uk">David.clamp@southderbyshire.gov.uk</a></b>	<b>DOC:</b>
<b>SUBJECT:</b>	<b>HEALTH AND WELLBEING INITIATIVES</b>	
<b>WARD(S) AFFECTED:</b>	<b>ALL</b>	<b>TERMS OF REFERENCE: FM05</b>

## **1.0 Recommendations**

- 1.1 That health and wellbeing initiatives are progressed to promote healthier lifestyles within the Councils' workforce and across the community.
- 1.2 That the promotion of the Five Ways to Wellbeing (5WTWB), with support from public sector partners, is maintained to raise awareness of and support for people with mental health conditions.
- 1.3 That the impact of any interventions are monitored and analysed with performance information presented to the appropriate Committee in line with the existing corporate performance management framework.

## **2.0 Purpose of the Report**

- 2.1 To provide an overview of the work being progressed to improve the health and wellbeing of employees and the community through the promotion of internal and external activities. A particular internal focus has centred on mental health and musculoskeletal issues that are the highest reasons cited for absence across the Councils' workforce.
- 2.2 The work includes supporting the Five Ways to Wellbeing (5WTWB) initiative which is a nationally recognised programme consisting of five simple messages aimed at improving individuals' mental health. It is based on the principle of being able to incorporate small changes to people's daily routine to improve their mental health. This is a key aim of the Derbyshire Health and Wellbeing Strategy 2018-23; 'Our lives, Our Health' and the outcome that all people in Derbyshire are enabled to have good mental health and wellbeing throughout their lives.

### **3.0 Detail**

- 3.1 Providing a healthy work environment that enables employees to perform effectively and have support when they have either a physical or mental health condition is vital to maintain high levels of service for the community. The Council has in place a range of supporting resources and access to information supported by employment practices that enable managers and employees to put in place different working arrangements to promote an appropriate balance to work and personal responsibilities.
- 3.2 This includes regular monitoring of absences from work due to ill-health with an annual report considered by this Committee at its meeting held on 14<sup>th</sup> June 2018. Owing to the increased level of sickness absences a number of actions were approved to improve levels of attendance across the workforce.

#### **Improving Attendance Working Group**

- 3.3 An internal joint working group has been established to move forward a number of actions to improve levels of attendance. Chaired by the Strategic Director (Service Delivery) other attendees include representatives from UNISON, Unite the Union and GMB with professional advice and support provided by the Head of Organisational Development.
- 3.4 A number of different work streams have been progressed that include;
- A review of the Attendance Management Procedure with a number of proposals to further develop the framework used across the Council. This has been submitted to the Trade Unions for consideration. This includes the use of supporting information for managers and employees to have structured discussions around conditions related to mental health which are based on resources developed by the charity, Mind.
  - Worked with the Public Health Team at Derbyshire County Council to access funding to provide mental health awareness training sessions for managers and staff.
  - Three Mental Health First Aiders have been trained and can be contacted by any member of staff for a confidential discussion to obtain support and information concerning their own mental health or that of colleagues/family members.
  - A dedicated site established on the Council's intranet that provides information concerning health and wellbeing. <http://sddcintranet/index.php/work-and-pay/217-wellbeing>
  - 'Time to Talk' initiative that includes supporting the national campaign to end mental health discrimination in the workplace and services.
  - Training provided for managers and staff in stress awareness and attendance management.

- Health and Safety awareness training has been provided with a bespoke programme developed for employees who undertake manual handling as a regular feature of their role.

### **Five Ways to Wellbeing (5WTWB) – Promoting good mental health**

3.5 Mental health is becoming an increasing issue for many people with one in four adults likely to suffer from some form of mental illness in their lives. The 5WTWB is a nationally recognised programme consisting of five messages aimed at improving the mental health of people. These are;

- **Taking Notice** – making the time to appreciate the world around us.
- **Connect** – with other people to help boost your mood and connect to the wider world
- **Be Active** – improving physical health having a positive impact on mental health
- **Keep Learning** – Learning new skills to boost confidence and give a sense of achievement
- **Give** – Helping others can to improve self-esteem and wellbeing.

3.6 Working with the Public Health Team at Derbyshire County Council, a campaign has been developed to raise awareness of 5WTWB that has included;

- Presentations being provided at a number of staff team meetings
- Communication and information on 5WTWB being made available on the Council's intranet, on internal staff noticeboards and the information screen in the reception area to raise awareness with the wider community.
- Accessing medical resources to provide a range of health checks such as weight, cholesterol levels, Body Mass Index (BMI), blood pressure etc. for front-line workers
- Working with local and county partners to promote 5WTWB as part of the wider Derbyshire Health and Wellbeing Strategy.
- Provision of information relating to improving back care at work developed by a NHS partner.

### **Further work**

3.7 It is important to recognise that health and wellbeing is a very broad area to address not only in the workplace but also for people generally. Changes to cultures and behaviours will be required to ensure that people have access to and are able to have confidence to speak about any concerns they are having over their mental and physical health.

- 3.8 As an employer and community leader, the Council has a key role to play in moving forward this agenda to not only support the county-wide and national strategies but also to make the work environment as conducive and inclusive as possible. This could include giving employees options regarding how they work, subject to the needs of the service and to have their health and wellbeing duly considered as an important part of the employee-employer relationship.
- 3.9 In addition to the work already being progressed the following initiatives are to be developed;
- Build the resource of trained Mental Health First Aiders to cover as many service areas as possible.
  - Continue training in Mental Health Awareness for managers and staff.
  - With funding provided by Derbyshire County Council, to establish an internal network for Managers, facilitated by suitably trained mental health practitioners, to discuss and receive further coaching in dealing with mental health.
  - Review employment procedures to enhance the range of flexible working options.
  - Continue to promote 5WTWB with the support of the Public Health Team and other partners.
  - Extend medical screening across the Councils' workforce.
  - Promote community health and wellbeing activities in partnership with the Active Communities and Health Team and other partners .
  - Establish Workplace Health Champions across the Council.
  - Develop the provision of Occupational Health services to include medical screening, preventative medical interventions and increased number of clinics held on site.
  - Review and refresh the information provided on the dedicated health and wellbeing intranet site.
  - Look at different options, with the internal Travel Group established under the auspices of the newly formed Environmental Sustainability Group, at how different travel habits can be encouraged to reduce environmental impact and promote healthier lifestyles.

#### **4.0 Financial Implications**

- 4.1 Any costs will be met by existing budgets and in particular around the provision of training for staff. Funding is being provided by Derbyshire County Council in relation to mental health and opportunities to utilise these will be progressed where possible.
- 4.2 Consideration of any additional costs arising from the awarding of a new contract to provide Occupational Health services will be included in the budget for 2020/21.

## **5.0 Corporate Implications**

### **Employment Implications**

- 5.1 Any changes to existing employment procedures will be subject to consultation with the Trade Unions. In particular this relates to any changes concerning the Attendance Management Procedure and options to provide more flexible working options.
- 5.2 Establishing a culture where employees are able to request different working options and feel comfortable raising concerns over their physical and mental not only raises the profile of the Council as an employer it will also support the recruitment, retention and development of talent having a positive impact on the delivery of services for the community.

### **Legal Implications**

- 5.3 None.

### **Corporate Plan Implications**

- 5.4 Promoting the health and wellbeing of employees and people in the community supports all the key themes under the Corporate Plan and in particular the People theme. It also supports the Council's vision of; 'Making South Derbyshire a better place to live, work and visit'.

## **6.0 Community Impact**

### **Equality and Diversity Impact**

- 6.1 Eliminating mental health discrimination is a stated aim of the national campaign. This relates to employment, access to medical support and provision of goods and services. The Government has recognized this and commissioned an independent review of potential resources and actions to be undertaken to address this matter. This report, 'Thriving at Work' sets out a number of actions and the importance of action being taken by Government, employers and the public sector to reduce the stigma of mental health.
- 6.2 As a provider of services to the community and an employer, the Council ensures that equal and fair treatment is provided in its services and employment practices.

## **7.0 Conclusions**

- 7.1 The importance of encouraging and promoting health and wellbeing as an employer and community leader realises numerous benefits as detailed in this report. These initiatives will have a positive impact on people across the community and workforce.

## **8.0 Background Papers**

- 8.1 Sickness absence annual report – Finance and Management Committee 14<sup>th</sup> June 2018

8.2 'Thriving at Work' – The Stevenson/Farmer Review 2017

8.3 Derbyshire Health and Wellbeing Strategy 2018-23