

**Bolsover District Council**

**Union Employee Consultation Committee**

**9 March 2017**

**Employee Health and Wellbeing Survey 2016**

**Report of the Joint Assistant Director – HR & Payroll**

This report is public

**Purpose of the Report**

- To inform the Committee of the results of the Health and Wellbeing survey that took place at both Bolsover DC and North East Derbyshire DC and the resulting action plan that has been developed for the year January 2017 to December 2017.

**1 Report Details**

- 1.1 This is the first time that either Council has undertaken a specific Health and Wellbeing survey for employees. Each Council undertakes a generic Employee Survey which was undertaken prior to this particular survey.
- 1.2 The survey was designed with assistance from Public Health and sent to all employees at both Councils on 6 September 2016 with a closing date of 25 September 2016. Both email and postal questionnaires were used in an attempt to increase response rates. 140 employees completed the survey at BDC, 112 at NEDDC and 38 stated they were in a joint post. This produced an overall response rate of 31%.
- 1.3 An analysis of the report is attached at Appendix A. This is a joint report across the two Councils but specific reference is made to each Council's data and responses.
- 1.4 As part of the survey, employees were asked if they would like to volunteer to be a Health and Wellbeing Champion. This has produced a group of 'Champions' made up of employees across both Councils and in Joint positions. The group meets as a joint group and the action plan attached at Appendix B is the same for each Council.

**2 Conclusions and Reasons for Recommendation**

- 2.1 The Health and Wellbeing survey received a 31% response rate in total which is satisfactory and enables each Council to make decisions on the development of Health and Wellbeing initiatives.

- 2.2 A Health and Wellbeing Action Plan has been produced which is attached at Appendix B and this has been endorsed by the Strategic Alliance Management Team.

### **3 Consultation and Equality Impact**

- 3.1 All employees from BDC and NEDDC were invited to respond to the survey therefore ensuring equality. Work was undertaken to communicate the survey and both email and postal surveys were available to employees to ensure that as many employees as possible were able to access the survey and respond.

### **4 Alternative Options and Reasons for Rejection**

- 4.1 An alternative option is that no Health and Wellbeing initiatives are undertaken. However, we would not be meeting our obligations under Health and Safety, welfare, service plans and the Council's People Strategy.
- 4.2 There are many options available to support employee health and wellbeing. However, those areas identified on the attached action plan are those that are believed to be initiatives that will appeal to employees, based on the findings of the survey, are realistic and achievable and can be carried out within existing budgets.

### **5 Implications**

#### **5.1 Finance and Risk Implications**

There was a minimal cost arising from the survey in terms of printing and postage. However, existing staff resources and systems were used to produce, analyse and report on the survey.

It is expected that progress of the attached action plan will be within existing budgets.

#### **5.2 Legal Implications including Data Protection**

None specifically.

#### **5.3 Human Resources Implications**

Some HR & OD resource will be required to develop and monitor initiatives and Health and Wellbeing Champions will be required to attend meetings throughout the year and participate in the running of some initiatives. Communications and Marketing staff will also be called upon from time to time to publicise events.

### **6 Recommendations**

- 6.1 That the Committee:
- (i) Considers the content of the report and results of the Employee Health and Wellbeing Survey.
  - (ii) Supports the initiatives outlined on the Action Plan for 2017.

## 7 Decision Information

<b>Is the decision a Key Decision?</b> (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	No
<b>District Wards Affected</b>	
<b>Links to Corporate Plan priorities or Policy Framework</b>	Transforming our Organisation

## 8 Document Information

Appendix No	Title
A	Health and Wellbeing Survey Analysis
B	Health and Wellbeing Action Plan Jan 2017-Dec 2017
<b>Background Papers</b> (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
Report Author	Contact Number
Stephanie Barker	2237