

Bolsover District Council

**Meeting of the Climate Change & Communities Scrutiny Committee on 28th
January 2025**

Health and Wellbeing Framework Update

Report for the Portfolio Holder – Corporate Governance

Classification	This report is Public
Contact Officer	Peter Wilmot, HR Business Partner

PURPOSE/SUMMARY OF REPORT

To inform and update the Scrutiny committee on the Council's progress on promoting and engaging on Health and Wellbeing for employees.

REPORT DETAILS

1. Background

1.1 To inform and update the Scrutiny committee on the Council's progress on the continuing development of its Health and Wellbeing Framework for employees, in accordance with the Committee's terms of reference.

2. Details of Proposal or Information

2.1 The Employee Health & Wellbeing Framework was originally agreed in October/November 2017 and has been updated each year. It describes how employees will be supported to ensure a healthy, motivated and high performing workforce to achieve the Council's aims and priorities. As promised at the last Scrutiny Committee in January 2024, a copy of the new 2024 Framework is attached at Appendix One. The Council replaced the previous joint HR service and now has its own combined HR and Payroll function as of December 2022. The service has made the health and wellbeing of our staff a key priority. Last year the Council approved the creation of a new post of Employee Engagement Officer. A key purpose of this post has been to champion and drive forward key health and wellbeing initiatives and improve manager and employee awareness across health and wellbeing issues.

2.2 A key feature of the new Framework is the action plan which identifies areas for improvement.

2.3 Work will continue with the HR & Payroll, Senior Leadership Team, Service Managers and employees to ensure steps are taken to achieve the identified actions. A number of significant activities have taken place and these are outlined in the following paragraphs.

- 2.4 The Council's Employee Health and Wellbeing Framework 2024-27 is attached at appendix 1 and this sets out the 5 main pillars of wellbeing - Physical, Mental, Social, Financial and Career. The Council contributes to employees wellbeing at work and some of these are set out below.

Health & Wellbeing Initiatives

The Council has a number of initiatives and actions undertaken which include:

- Mental Health awareness sessions are now available 'on demand' for all employees via Eric and have previously been delivered across the Council as part of the Council's quarterly corporate training programme.
- Awareness training explains that colleagues and managers are not specialists in mental health and their role is to listen to employees and signpost them to appropriate support.
- Mental Health awareness initiatives and possible support is continually publicised via Eric and the weekly bulletin. Recent examples of which include:
 - **Suicide Prevention Day (10th Sept 2024):** Employees were provided with comprehensive guides on how to assist someone in a mental health crisis, access support services in Derbyshire, and seek suicide bereavement support.
 - **Mental Health Awareness Day (10th Oct 2024):** Awareness was raised about available mental health guidance and support, with resources provided by the Derbyshire County Council (DCC) Mental Health & Suicide Prevention Team.
 - **Mental Health First Aider Training:** Employees were offered training to help them identify, understand, and support individuals experiencing mental health issues. The course equips participants with the skills to signpost people to appropriate resources.
 - **High-Quality Conversations Training:** This Public Health-commissioned programme, delivered by the Quality Conversations Team across Joined Up Care Derbyshire, teaches employees how to engage in meaningful conversations about mental health.
 - **Alcohol Awareness Week (1st July 2024):** Information was shared on how to access support for alcohol-related issues, while staff were encouraged to participate by discussing how alcohol harm impacts their lives, in line with this year's theme.
- **Vivup Rewards & Benefits:** platform launched in September 2024 providing tools and solutions to support mental, financial and physical wellbeing all under one online platform. Below are the key features of Vivup:

- ✓ **EAP (Employee Assistance Programme)**
Access confidential, impartial assistance in times of need via a 24/7, 365 days helpline and face to face or virtual counselling.
 - ✓ **Your Care**
Embrace a healthier lifestyle with the help of assessments, goals, and tools available on the dynamic wellbeing management platform.
 - ✓ **Cycle to Work Scheme**
Available via Vivup to encourage health and wellbeing and to address carbon emissions.
 - ✓ **Lifestyle Savings**
Access to a huge range of savings from the UK's leading retailers, restaurants, food delivery services, utility providers, and attractions.
 - ✓ **Home & Electronics**
Help spread the cost on 1000s of tech, appliances, and homeware items fulfilled by companies such as Currys and John Lewis and Partners.
- ***Free NHS Health Checks & Body MOTs: Delivered by Live Life Better Derbyshire from July onwards, these sessions offered staff valuable insights into their health. A total of 8 sessions were conducted, with 56 staff members participating across both the Depot and the Arc, with the option to organise more sessions if required.***
 - ***Menopause Awareness: Senior Leaders received specialised Menopause Awareness Sessions, while all staff had access to drop-in sessions to consult with an Exercise/Fitness Referral Officer who specialises in menopause-related health & exercise.***
 - ***Pension Awareness: Informative sessions were held to help staff better understand the Local Government Pension Scheme (LGPS), ensuring they are well-informed about their retirement options.***
 - ***Wellbeing Walks & 50 4 50 BDC Walking Challenge: Regular lunchtime walks were organised at both the Arc and the Depot throughout the summer. Staff were encouraged to join two walking challenges: a team challenge to collectively walk 50 miles over 4 weeks, and an individual challenge to complete 50 miles solo over 10 weeks. A community walking group was also established on the 'Strava' mobile app, allowing participants to track each other's progress and offer encouragement.***
 - **Provision of reclaiming the cost of Flu Vaccinations for employees**

- The number of Employees subscribing to the Gym for Quarter 2 2024/25 are 57 including 5 who have chosen to freeze their Memberships.
- Managers and Employees have accessed Occupational Health, Counselling, Physiotherapy, the Council's Employee Assistance Programme and other support.
- Employees are signposted to incentives which are available via Leisure i.e.:
 - To encourage health and wellbeing staff can take up membership for Go! Active which includes gym, swim and classes for only £15 per month.
 - There is a Health Referral Programme (Physical Activity & Lifestyle Support) which is available, all employees can access the Bolsover Wellness Programme if they meet the criteria.
This is a programme aimed at changing behaviours and finding solutions to assist people facing daily challenges resulting in a concentrated approach regarding service users health and wellbeing.

2.5 **Employee Sickness Absence**

A key indicator of employee health and wellbeing is attendance at work. During the last financial year the sickness absence out-turn figure was 8.98 days lost per employee. This was an increase on the previous year and over that of our target of 8.5 days per employee. The Monitoring Officer has confirmed there have been no Whistleblowing complaints raised in the last 12 months.

2.6 **Summary**

As evidenced above, work has been continuing to develop and positively progress employee health and wellbeing. The importance of Health and Wellbeing for employees at Bolsover District Council is very much recognised by the HR and Payroll Manager and HR Business Partner, both recognise they have a responsibility to deliver continuing progress in supporting the wellbeing of others.

3. **Reasons for Recommendation**

- 3.1 Sections 3.6 and 4.3 of the Bolsover District Council Constitution states that the Climate Change & Communities Scrutiny Committee should oversee the development and delivery of the Health and Wellbeing Strategy as part of the Budget and Policy Framework.

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

- 4.1 There are no reasons for rejection. The Constitution requires the Committee to oversee this area of service delivery as part of their Terms of Reference (section 3.6 of the Constitution).

RECOMMENDATION(S)

1. That Committee Members note the progress update.

IMPLICATIONS:	
Finance and Risk: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Details: As set out in the report	On behalf of the Section 151 Officer
Legal (including Data Protection): Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Details: As set out in the report	On behalf of the Solicitor to the Council
Environment:	
Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment.	
Details: N/A	
Staffing: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Details: Initiatives associated with Sickness Absence Management, must be in line with the Policy adopted by the Authority.	On behalf of the Head of Paid Service

DECISION INFORMATION

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i>	No

District Wards Significantly Affected	N/A
Consultation: Leader / Deputy Leader <input type="checkbox"/> Executive <input checked="" type="checkbox"/> SLT <input type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input checked="" type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	Details:

Links to Council Ambition: Customers, Economy, Environment, Housing.

None directly but the Health and Wellbeing of Council staff ensures that the Council is best placed to deliver against the Council Ambitions.

DOCUMENT INFORMATION

Appendix No	Title
1	Employee Health & Wellbeing Framework 2024-27
2	Employee Health & Wellbeing Framework 2024-27 Infographic
3	2024/25 Quarter 2 Sickness Absence Report

Background Papers

(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 Executive you must provide copies of the background papers).

N/A