

Health & Wellbeing Briefing BDC Scrutiny

HR & OD Manager
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December 2020



Employee Health & Wellbeing

- The Health & Wellbeing Framework was refreshed and rolled out at the beginning of the year
- H&W Bulletin issued together with improved information on Extranet, S Drive and Work Well Notice boards
- Nutrition and menopause workshops held
- Events planned for the year ahead



Employee Health & Wellbeing

- However Covid-19 Pandemic event
- Early and urgent discussions regarding workforce issues
- Business Continuity Plans and priority services initiated
- Managers contacted all staff
- Arranged for key workers to have letters of authorisation to travel



Employee Health & Wellbeing

- Emails to all staff from the Leader of the Council
- Corporate guidance issued on Temporary Workplace Measures and agreed with Trade Unions on 26 March, (refreshed 6 April, 22 May and 14 July and 9 November 2020)
- Consideration of all Government advice and guidance as it emerged
- Regular engagement with trade unions and consideration of issues arising
- Regular virtual meetings to discuss workforce issues and picking up best practice



Employee Health & Wellbeing

- Redeployment of staff to Community Support Team
- Regular review of workplace risk assessments
- Desk counts and 2m rule arrangements
- Continued weekly monitoring of self-isolation, positive cases and sickness levels
- Continued weekly returns from managers on staffing levels



Employee Health & Wellbeing

- Ongoing contact with employees and managers
- Homeworking survey undertaken
- DSE Workstation Assessment questionnaire undertaken for each employee working at home
- Employee considerations and individual arrangements implemented – no one size fits all
 - Mental health
 - Childcare
 - Eldercare
 - Physical health



Employee Health & Wellbeing

- Advice on the Shielding
- Furlough arrangements within Leisure Services
- Twice weekly Health & Wellbeing bulletin issued for 12 weeks
- Coronavirus Toolkit Folder including advice for managers and employees on working from home, Employee FAQ's, self isolation, well-being etc.
- Email updates issued to Service Managers on a regular basis to ensure engagement with their teams
- Extranet articles, information sharing and communication key



Employee Health & Wellbeing

- Regular review of working arrangements
- Regular contact with workforce
- Office based, Covid secure arrangements in place
- Agile Working Policy being considered at Council
- Updates to Managers
- Service Managers Forum
- New Ways of Working' project commenced
- Ongoing discussions with Leadership, SAMT, Unions and Service Managers

