

REPORT FOR DECISION



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| DECISION OF: | CABINET |
| DATE: | 2 MARCH 2016 |
| SUBJECT: | WORKFORCE WELLBEING STRATEGY |
| REPORT FROM: | Councillor Sandra Walmsley Cabinet Member for Resources and Regulation |
| CONTACT OFFICER: | Tracy Murphy Assistant Director – Resources and Regulation (HR & OD) |
| TYPE OF DECISION: | Executive |
| FREEDOM OF INFORMATION/STATUS: | This paper is within the public domain |
| SUMMARY: | <p>This report provides the Cabinet with details of the Council's proposed Workforce Wellbeing Strategy 2016-2020. This Strategy will set out the framework for how we can help and support employees to develop better physical and emotional health. In turn this will bring about substantial benefits for our employees, for the Council and for the Borough.</p> <p>It will replace the current Health and Wellbeing Strategy for employees.</p> |
| OPTIONS & RECOMMENDED OPTION | <p>That the Council adopts the proposed Workforce Wellbeing Strategy.</p> <p>That Cabinet ensures that employee wellbeing continues to be prioritised, and take action where any practices or procedures are not aligned to this.</p> |
| IMPLICATIONS: | |
| Corporate Aims/Policy Framework: | Do the proposals accord with the Policy Framework? Yes |

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| Statement by the S151 Officer: Financial Implications and Risk Considerations: | The Strategy will be delivered within existing resources. Adopting the Strategy enables the Council to mitigate risks around sickness absence and work related stress. |
| Statement by Interim Executive Director of Resources & Regulation (including Health and Safety Implications) | There are no Health & Safety implications. |
| Equality/Diversity implications: | No – neutral impact on equality. This Strategy is designed to benefit all employees, regardless of their equality characteristics. (see paragraph below) |
| Considered by Monitoring Officer: | Yes |
| Wards Affected: | All |
| Scrutiny Interest: | Internal Scrutiny |

TRACKING/PROCESS

DIRECTOR:

| Chief Executive/ Strategic Leadership Team | Cabinet Member/Chair | Ward Members | Partners |
|--|-------------------------|--------------|----------|
| ✓ | ✓ | | |
| Scrutiny Committee | Cabinet/Committee | Council | |
| | ✓ | | |

1.0 BACKGROUND

1.1 Wellbeing at the Council can be illustrated by the following statistics:

- In 2015, the national average for employee absence is 6.9 days although the figure for local government employees is 8.0 days (CIPD, 2015). Within the Council, we report that the average days lost per full time equivalent employee per year (BV12) were 9.64 as at 31 December 2015.
- In employee surveys -
 - 73% of employees felt able to strike the right balance between home and work life (2015 survey)

- 10% felt that they had been bullied in the last 18 months in the workplace (2015 survey)
- The percentage of employees that felt able to cope with the demands placed upon them by work were:
 - ACS 73.1%
 - DCN 70.9%
 - CEs 75.4%
 - CS 79.2% (2013 survey)

1.2 That said, there are many positive initiatives and interventions already in place – for example:

- Occupational Health
- Work life balance toolkit
- Awareness raising days
- Initiatives such as Get the World Moving
- Employee health checks
- Staff surveys
- Policies and processes to tackle unwanted behaviour

1.3 It is generally recognised that to tackle workforce wellbeing effectively, you need a proactive employee wellbeing programme which is central to everything that an organisation does. It needs to be based on good people management, leadership and culture.

1.4 This Workforce Wellbeing Strategy goes some way to consolidating the existing good practice and setting the foundations for a more effective way forward that will support employees to develop better physical and emotional health. In turn, this brings about substantial benefits for our employees, for the Council and for the Borough.

1.5 An action plan is currently being developed to deliver the commitments contained within the Strategy. This will be co-ordinated by Organisational Development, and monitored regularly by the Healthy Workforce Strategy Group. Annual progress reports will also be published.

2.0 ISSUES

2.1 Risk Management

- This Strategy supports and enhances the Council's existing health and safety policies and procedures.
- However, failure to adopt the Workforce Wellbeing Strategy would mean the Council could incur increased sickness absence, and greater incidences of work related stress.
- Workforce wellbeing also has a direct impact on employee engagement, which in turn affects the productivity and performance of the organisation. *"A workforce that is well, works well"* (Sir Professor Cary Cooper, CIPD President, 2016).
- All of the above have a potential financial impact.

- Yet, there is currently no budget specifically allocated to workforce wellbeing which does limit the outcomes we can achieve.

2.2 Equality and Diversity

- This Strategy has a neutral impact on equality and diversity, as set out above.

3.0 **CONCLUSION**

- 3.1 It is recommended that the Council adopts the proposed Workforce Wellbeing Strategy.

List of Background Papers:

Workforce Wellbeing Strategy 2016-2020

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