

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment & Appeals Committee
DATE: 22nd January 2015
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WARD(S): All

PART 1 FOR INFORMATION

STAFF WELLBEING PROGRAMME UPDATE

1 **Purpose of Report**

To provide an update on the staff initiatives introduced to support the Wellbeing agenda, as part of the wider Workforce Strategy.

2 **Recommendation(s)/Proposed Action**

For information only.

3 **Supporting Information**

This corporate project has been re-launched due to key personnel on the original project group that had left. A review was undertaken as to who would be best placed to act as a 'Wellbeing Champion' across the Council and participate in this group. It was agreed that members of the last Management Development Programme would be best able to utilise the skills that they had acquired during this programme to support this corporate project.

A new project board first met in April 2014 to agree the new terms of reference; project leads and key initiatives to relaunch the Employee Wellbeing Project. Over the last 9 months, the group has supported the following Wellbeing Initiatives to encourage staff to consider their own Wellbeing:-

Wellbeing Calendar: A Calendar of the planned wellbeing initiatives including corporate dates was posted on the internal website to highlight to staff the activities over the coming months. This is continually updated to reflect new initiatives that are planned / delivered as part of the Employee Wellbeing Project Board.

Love your Office Campaign: This initiative was developed as a response to the considerable sickness levels attributed to infections. The 'Love your Office' campaign primary aims were to make the office a healthier place, to tackle the spread of infections and ensure we keep our work areas clean and germ free. Sanitising wipes were placed around the office so staff could clean their desk areas regularly. Small business cards were also placed on every employees desk (at all sites) to promote this initiative.

Workout at Work Day: All staff were invited to join a free outdoor workout with the Chartered Society of Physiotherapy (CSP) where staff could find out more about simple exercises to keep fit and active. Useful information leaflets were also distributed detailing simple exercises that staff could do whilst sitting at their desk. In addition a free one hour lunchtime yoga session was run by a qualified instructor from SBC's Lifelong Learning team, aimed at beginners and provided a gentle introduction to yoga. Both activities were well attended and indicated that staff were keen to keep fit and active.

Health Checks: We held free confidential, one to one health checks with an NHS health professional which covered:

- Cholesterol
- Diabetes
- Blood pressure
- Weight
- Waist check

Staff were able to discuss their results with the NHS health professional and received information booklets, where necessary. Following the health checks Slough received a summary report which highlighted the main areas of concern for the staff that were screened. The results were not surprising and identified that employees health was being affected by them not eating healthily or by not doing enough physical activity. The data from this report is being used to focus on future initiatives.

World Cup Initiative: To celebrate and get into the spirit of the World Cup 2014, Slough joined forces with Slough Community Leisure and put on a 5-a-side tournament for staff. The event took place in June, and as well as celebrating the most famous football competition in the world, it encouraged staff to get active and get to know colleagues from across the council. Over 20 teams entered and the football tournament was seen as the most engaging event we have organised which was attended by all levels of staff.

This event continued later in the year with a smaller **Champions League** which also proved popular with 7 teams participating. This event was organised by staff who had been involved in the previous World Cup Initiative. The level of interest in this event shows that staff are keen to engage in this type of activity. Consideration is now being given about running a similar netball tournament.

Physical Activity Sessions: As a result of the Health Checks undertaken in June and to address the physical activity levels of staff a number of fun, active, sports sessions were organised to encourage staff to engage in physical activity. These included:

- **99p Fitness Sessions and Swimming:** Montem Leisure Centre offered six weeks of fitness sessions for just 99p a session. These sessions included classes for Zumba, Spin and Yoga. In addition staff could swim for free at Montem and Langley Leisure Centres. This was extremely popular and all sessions were well attended and the Zumba sessions have continued at a slightly increased rate of £2 per session.
- **National Fitness day:** Staff were invited to try out various sports sessions for free as part of National Fitness Day on 26 September. SBC's cultural and

sports team arranged a series of free lunchtime activities to encourage staff to try a new sport, this included Tennis, Power Walking and Fitness Circuit. In addition staff could enter a Bubble Football team.

Flu Jabs: The 2014/15 Guidance from the Department of Health (DoH) relating to Seasonal Flu Immunisation confirms that care workers in health and social care settings have a **duty of care** to protect their patients and service users from infection and that this includes being vaccinated against flu. Flu outbreaks can arise in these care settings when flu is circulating in the community. In addition the vaccination of care workers also helps reduce the level of sickness absence that can jeopardise the NHS and care services. This is essential in the winter when pressures on these services increase. As a result of this Slough have promoted flu vaccinations to all our staff that work with vulnerable clients via our Occupational Health contract.

Workplace Champions: We invited nominated members of staff from each directorate to become Workplace Champions. This is aimed at staff that have a remit for health in their workplace and want to improve the health of their staff. This scheme enables the Workplace Champion to gain valuable resources and support staff to promote better health and increase participation in sport and physical activity. Our Champions have already encouraged over 50 staff to sign up to the Workplace Challenge which again indicates that staff are keen to remain fit and active.

Future Initiatives

The Employee Project Board is yet to meet this year to formalise future initiatives however early discussions have included investigating the following initiatives:

- * Commit to Quit (Smoking Cessation Clinics) – link in with Solutions for Health to encourage staff to stop smoking.
- * Stress Control Workshops – link in with our Public Health and CMHT colleagues to deliver sessions to staff / managers to enable them to control their stresses and deal with staff management issues involving mental health issues.
- * Increased Physio therapy Sessions and Back Care Clinics – additional element to our Occupational Health contract which is being targeted at the Wellbeing Directorate to address high levels of sickness absence.

Healthy, Happy and Here