

## **Workplace Health and Wellbeing Strategy**

### **SUMMARY**

- 1.1 This report highlights the City Council led “Work Well” stakeholder event of the 2<sup>nd</sup> May 2013 promoting the advantages of a healthy workforce which was attended by a number of small and medium (S&M) businesses within Derby.
- 1.2 Following the stakeholder event a HR led Health and Wellbeing Task Group was established to coordinate the various workplace health developments taking place across the council. A strategy to improve the health and wellbeing for the staff of Derby City Council is being developed by Public Health and Occupational Health reporting into the Wellbeing Task Group and to the Health and Wellbeing Board.
- 1.3 A draft Workplace Health and Wellbeing Strategy will be brought to the November meeting of the Health and Wellbeing Board (H&WB)

### **RECOMMENDATION**

- 2.1 To note the “Work Well” stakeholder event and the Council’s corporate commitment to workforce health and wellbeing.
- 2.2 To agree for H&WB to receive the draft strategy for improving health and wellbeing in November 2013.
- 2.3 To note the emerging website designed to support S&M businesses in the City to develop and sustain a healthy workforce.

### **REASONS FOR RECOMMENDATION**

- 3.1 Evidence shows that poor mental health including stress and musculo-skeletal problems are the most common reasons for employee absence from the workplace. The longer someone is not working the less likely they are to return to work; if employees are off sick for six months, they have an 80% chance of being off for five years (Waddell & Burton 2006).
- 3.2 The general hypothesis is that the healthier and happier people are, the more productive they are likely to be in the workplace. We all perform at our best when we are feeling good and the academic research supports this
- 3.3 Improving health in the workplace is a key objective within the Derby Plan 2011-2026 and Derby’s Health and Wellbeing Strategy 2012-2014.

## SUPPORTING INFORMATION

- 4.1 A “Work Well” stakeholder event took place on May 2<sup>nd</sup> 2013 planned by a multi-agency Public Health led Health Work & Wellbeing Steering Group reporting to the Health and Wellbeing Board. The event was intended for small and medium businesses within Derby and was attended by approximately 75 people.
- 4.2 The event was opened by the Leader of the Council who took the opportunity to promote mental as well as physical health in the workplace including the Council’s commitment to the national anti-stigma campaign “Time to Change”. Key speakers included Dame Carol Black from the Department of Health and guests from businesses within Derby.
- 4.3 Following the stakeholder event a HR led Health and Wellbeing Task Group was formed to co-ordinate a way forward for workforce health improvement for staff employed by Derby City Council. Two strands of work for this group are:
- a strategy for promoting health and wellbeing within the entire workforce of the City Council, and a
  - public facing webpage to support the wider Derby City workforce. This is under development but on completion will be accessed at <http://www.derby.gov.uk/health-and-social-care/>.

## OTHER OPTIONS CONSIDERED

- 5.1 None

This report has been approved by the following officers:

<b>Legal officer</b>	None
<b>Financial officer</b>	None
<b>Human Resources officer</b>	None
<b>Service Director(s)</b>	Derek Ward – Director of Public Health, Derby City Council
<b>Other(s)</b>	

<b>For more information contact:</b>	Vicki Price – Consultant in Public Health, Derby City Council Vicki.price@derby.gov.uk
<b>Background papers:</b>	None
<b>List of appendices:</b>	Appendix 1 – Implications

<b>IMPLICATIONS</b>
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**Financial and Value for Money**

- 1.1 Improved staff productivity resulting from reduced staff absenteeism

**Legal**

- 2.1 None directly arising

**Personnel**

- 3.1 The staff survey will inform the Workplace health and Wellbeing Strategy and future years employee survey results will be benchmarked against the 2013 results.

**Equalities Impact**

- 4.1 An Equalities impact will be undertaken on the Strategy.

**Health and Safety**

- 5.1 Health and Safety colleagues are key contributors to the Task Group, and will ensure that good practice and legislative requirements help to inform the development of the Workplace Health and Wellbeing Strategy.

**Environmental Sustainability**

- 6.1 None directly arising.

**Asset Management**

- 7.1 None directly arising.

**Risk Management**

- 8.1 None directly arising.

**Corporate objectives and priorities for change**

- 9.1 The Workplace Health and Wellbeing Strategy along with the web based support for S&M businesses is in keeping with the Council Plan, Health and Wellbeing Strategy, Derby Plan and the Councils wider Health and Wellbeing Board commitments.