

HR Assurance Presentation

Corporate Affairs and Audit Committee

25th November 2021

Employee Health and Wellbeing 2021

- 14th July 2021 Helen Waller commenced in post as a Health and Wellbeing HR Business Partner.
- 12 month fixed term post
- Role purpose is to support Covid recovery and transition to ‘new normal’ for employees.
- We are ambitious to further develop our wellbeing culture and drive sustainable changes to improve our employee’s wellbeing long term.



HAWB Work to Date

- Developed a WFH best practice guide (to be launched with new Blended Working Policies) aims to support employees to continue to prioritise their wellbeing and develop good WFH practices for self care.
- Developed dedicated Mental Health Awareness intranet page with resources specific for line managers on how to support employees mental health.
- Pushed out promotional material for the Employee Assistance Programme including electronic posters utilising the staff portal and the distribution of 'wallet' sized contact cards.
- Purchased Suicide Prevention Kits and placed these at different venues to be accessed by any staff who may need them.

Vaccination as a requirement of deployment

- An unexpected piece of work which had to be prioritised is the Implementation of the Health and Social Care Act 2008 (Regulated Activities) (Amendment) (Coronavirus) Regulations 2021 which came into force on 11th November 2021.
- The government have now announced plans for expanding these requirements into health and wider social care. We are awaiting further clarity on who is covered but this is likely to require a further piece of work.



HAWB Work to Date



- **Occupational Flu Vaccine scheme**
 - we have secured 250 vaccines
 - we are prioritising front line workers in direct contact with vulnerable service users/clients.
 - 3 clinics were scheduled through October/November
- Negotiated and secured a 7 day free gym pass for all employees to access any Everyone Active gym free of charge to encourage physical wellbeing and activity in wake of WFH and impact of pandemic on physical activity habits.

everyone
ACTIVE

Better Health At Work Award



- We currently hold the Maintaining Excellence Award which recognises the importance of sustaining our progress.
- Better Health At Work Award – 2020 submission was deferred due to pandemic, we are currently working on a submission for 2021 assessment. We are optimistic that despite the pandemic we can retain our status of Continuing Excellence.
- The pandemic had put a pause to the great work and contribution of our employee network of Health Champions and Health Advocates, but with our new HAWB BP offering support and guidance these are groups are now back up and running.

Employee Network Groups

- Staff networks have great potential to shape the culture by tapping the ideas, passion and knowledge of our staff, effective networks can help both to create change and to support leaders and managers in implementing it.
- The following networks have been re-energised and meet regularly, which also report into the Equality & Inclusion Working Group, chaired by Erik Scollay.
 - BAME (Black, Asian, Minority, Ethnic)
 - LGBT+
 - Gender Equality
 - Disability and Wellbeing Network
 - Carers Network



Staff Menopause Support Group

- We are committed to delivering HAWB support and initiatives that our employees need and want.
- 72% of our workforce is female, there had been direct requests from employees to create a group.
- 22nd September we launched our Menopause Support Group, inclusive and open to all. We aspire to create a space for open discussion, opportunities learning sessions and support for all, whether going through or supporting an individual with menopause.
- In 2019 ET claims citing Menopause increased by 167% - HR plan to review all relevant policies e.g. Performance Capability, Managing Health Attendance and Wellbeing and deliver training to increase manager awareness of menopause and how it can present in multi faceted ways.



Menopause Group

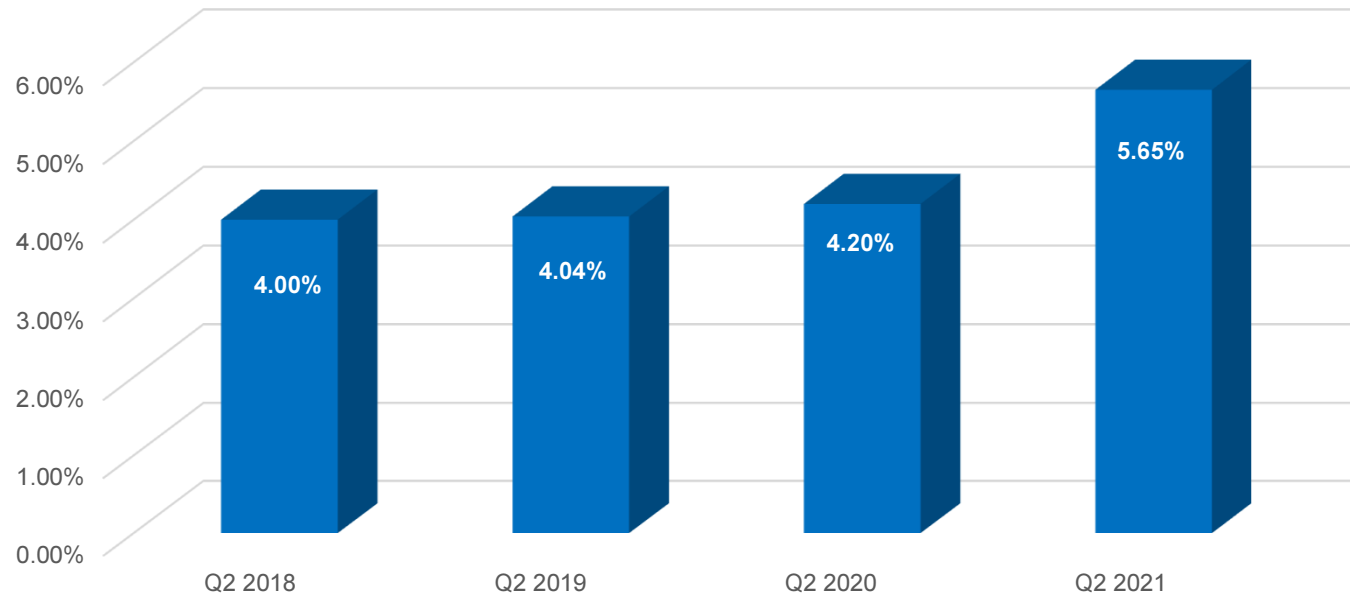
Menopause Support Group

HAWB Calendar of Events

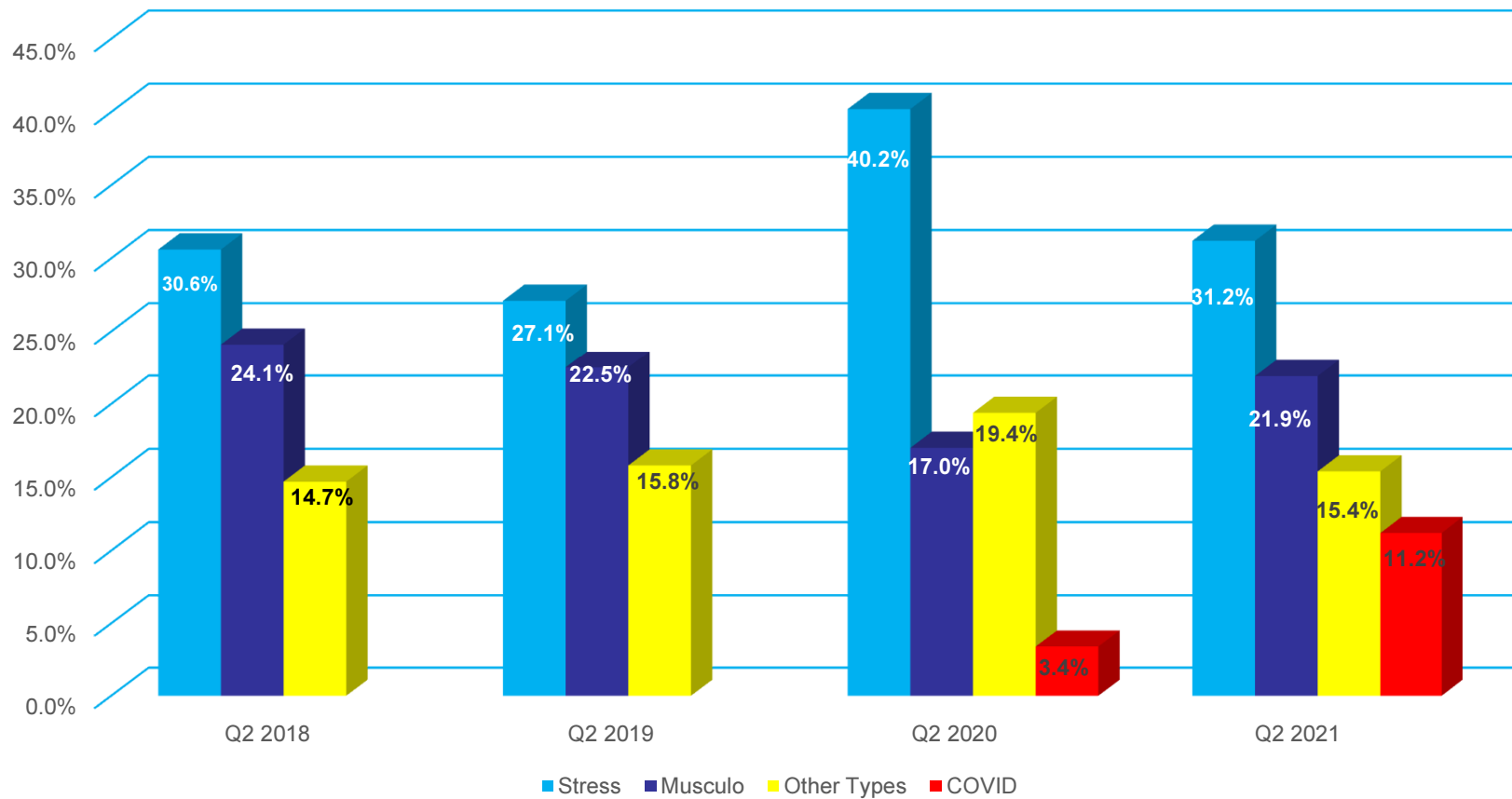
- Mental Health Awareness campaigns were endorsed with information and promotion of World Suicide Prevention Day, World Mental Health Day & National Stress Week.
- October was Breast Cancer Awareness Month across the Council teams participated in 'Wear It Pink' Day.
- November is 'Talk Money Week' we have arranged for reps from various banks; South Tees Community Bank, HSBC, Barclays to offer free webinars as well as attend staff locations to offer free financial advice and information across debt, savings, first time mortgage and financial wellbeing.

Absence Management

Sickness % in Quarter 2 2018 - 2021



Top Absence Reasons





What's Coming Next?

- Currently scoping and developing offer for additional HAWB initiatives to support employees through reoccupation these will likely include 1-1 reoccupation support, mindfulness sessions, sleep, musculoskeletal health, social and physical activities.
- Review intranet content and developed a plan for improvements, updates and increase of ease of navigation.

Questions?