

North East Derbyshire District Council

Organisation Scrutiny Committee

5 September 2018

Scrutiny Review on Health & Wellbeing and Morale

Update from HR & OD Manager

Progress against the Action Plan Targets is as follows:

1. **Report progress in relation to Corporate Action Plan (Following Employee Survey and Site Visits)**
 - Achieved as far as reasonably practical given evolving demands and SAMT Review
 - New Intranet in development to be launched Sept/Oct 2018
2. **Report progress in relation to Health and Well-being Action Plan**
 - New Occupational Health Provider in place
 - Employee Assistance Programme in place
 - Health & Wellbeing Framework Implemented October 2017 and work against action plan is ongoing
 - Work Well Group established & rolled out initiatives
 - Embedding & Educating Managers and staff on family friendly policies, flexible working, job evaluation
 - Manager Toolkits available on S Drive
3. **Report progress in relation to a review of pay and grading**
 - Pay & Grading and harmonisation issues are currently on hold pending the Senior Management Review and awaiting steer.
 - Pay Award impacted on payscales
4. **Improvements to working environment – Car Park lighting, Café facilities, Outdoor seating areas, Staff break out areas/staff room**
 - CCTV installed and Lighting improvement work complete
 - Disabled WC due for completion in next three months
 - Heating Boilers due for replacement in next three months
 - Daily Food Van, Ice Cream Man when appropriate and Muffin Man each Wednesday
 - Mill Lane Quad – project group progressing with improvement plan including review of seating making it more accessible to staff
 - Staff Room accessible to all, multi-use space