

NORTH EAST DERBYSHIRE DISTRICT COUNCIL

ORGANISATION SCRUTINY COMMITTEE

27 MARCH 2019

EMPLOYEE HEALTH & WELLBEING AND MORALE UPDATE

Update from HR & OD Manager

Progress against the Action Plan Targets is as follows:

1. Improve Impact of location of Council Offices

- Health and Wellbeing Framework 2019 established
- Publicised local walks at lunchtime
- Lunch Wagon attends Council Offices daily, Muffin Man (weekly) and Book Person (monthly)
- Facilities are available in the staff room including TV, Magazines, books, Football Table, seating areas
- Activity Sessions have been run on Healthy Eating, Supporting Employees at Work etc

2. Provision of Seating in External Areas

- A working group has been established to review and improve the Mill Lane environment where possible. Funding for this is currently being explored.

3. Improve General Maintenance of the Mill Lane Offices

- Disabled WC completed
- Heating Boilers repaired
- CCTV installed and Lighting improvement work complete
- Water Coolers installed

4. Support for Health & Wellbeing and reducing Stress

- Health and Wellbeing Framework 2019 established and rolled out
- Briefings taken place on mental health, resilience, sleeping well
- Supporting Employees at Work Briefings delivered to SAMT and Service Managers
- Internal Corporate Training Programme rolled out
- A new Occupational Health Provider has been procured
- Health Surveillance Programme implemented
- Employee Assistance Programme in place
- Service Managers Forum proven successful

5. Ways in which job opportunities can be maximised for staff

- Apprenticeship Programme established
- Mentoring and Coaching encouraged
- Corporate Learning and Development Programme introduced including support of external training
- Career graded posts introduced more widely
- Promotion of Benefits and Rewards in process

6. Evaluation exercise to assess use of Agency Staff

- HR & OD Manager and Chief Accountant are currently in process of reviewing this as part of reviewing implementation of IR35 regulations

7. Effective Communication be undertaken for any changes

- Extranet introduced
 - Service Managers Forum, Team Meetings and annual Staff Roadshows
 - Appraisals, Tool Box talks and 1:1 meetings take place
 - Employee Survey currently being undertaken
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