



CORPORATE HEALTH AND SAFETY COMMITTEE – 21ST FEBRUARY 2011

SUBJECT: WELL-BEING UPDATE

REPORT BY: DEPUTY CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide an update regarding the management and Trade Union Safety Representatives of the new Employee Well-being Policy and associated policy briefing sessions and management training.

2. SUMMARY

- 2.1 The new well-being policy and corporate management arrangement was agreed by cabinet on 11th January 2011.
- 2.2 Following approval of the documents Management briefing were arranged to provide those with line management responsibilities an overview of the policy and the corporate management arrangements.
- 2.3 Four, two hour, management-briefing sessions have been arranged to take place in the chamber at Ty Penallta. Uptake on these sessions has been extremely high as detailed below:

Date of briefing	Numbers attended / booked
28th January – Morning	56 attended
28th January – Afternoon	45 attended
8th February – Morning	84 booked
8th February – Afternoon	77 booked

The feedback from the initial sessions was positive and has led to many requests for other team members to attend the briefings being held on the 8th February. Union safety representatives have also been invited to attend the sessions on the 8th.

- 2.4 Full day well-being management training has also been arranged. This training was initially targeted at line managers within services areas who have experienced higher than average absences due to well-being issues within their teams, or where they have high use of the care first telephone support system. To ensure that the courses were as full as possible it was also opened up to other managers across the authority.
- 2.5 The well-being management training is being delivered by Care First who run our advice, information and counselling service. The aim of the course is to provide managers with the tools to address well-being issues within their teams. Uptake on the courses has again been very good as detailed below (maximum of 15 people per course):

Date of training	Numbers attended / booked
1st February	10 attended (14 booked)
2nd February	13 booked
10th February	15 booked
11th February	14 booked
22nd February	15 booked

3. RECOMMENDATION

3.1 That the contents of the report be discussed.

Author: Karen Rogers, Senior Health and Safety Officer
 Consultees: Donna Jones, Health and Safety Manager
 Nigel Barnett, Deputy Chief Executive
 Gareth Hardacre, Head of Human Resources and Organisation Development
 Councillor Allan Pritchard, Cabinet Member for Human Resources, Legal, Policy and Governance