



CORPORATE HEALTH AND SAFETY COMMITTEE – 23RD MAY 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 attendance at the Employee Well-being Policy briefing sessions and management training.
- 1.2 The report will also provide an update on the well-being process in terms of cases progressing through the system.

2. SUMMARY

- 2.1 Since the last Health and Safety Committee Meeting the final Well-being Management policy briefing took place with 38 employees booking onto the briefing and 22 employees attending.
- 2.2 In total 5 briefing sessions were delivered and 276 employees attended the briefing sessions.
- 2.3 The feedback from the sessions was positive with the average overall course rating by attendees of 8 out of 10.
- 2.4 The final 2 dates of Management Well-being training was also delivered by Care First on 12th and 13th April. 15 delegates were booked onto each session with 11 attending on each date.
- 2.5 A total of 6 courses have been delivered by Care First with 64 Managers having attended.
- 2.6 The feedback from the training was extremely positive with the average overall course rating by attendees of 8.7 out of 10.
- 2.7 The well-being management process is becoming embedded in the way the organisation manages work-related pressure and well-being.
- 2.8 The formal introduction of the well-being policy and CMA mean that following the process is now a requirement across all directorates and Managers are using the process and involving health and safety and HR to assist in resolving well-being cases.
- 2.9 A significant increase in the number of referrals into the process was expected following the briefings and training, this has not materialised. The number of current and completed cases are set out below as detailed by directorate.

Directorate	Current Open Cases	Closed Cases
Corporate Services/Chief Executives	5	5

Education/Leisure	24	18
Environment	5	8
Social Services	5	0
Total	39	31

3. RECOMMENDATION

3.1 That the contents of the report be noted.

Author: Emma Townsend, Deputy Health and Safety Manager, Ext 4280

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