



## CORPORATE JOINT CONSULTATIVE COMMITTEE – 24TH JULY 2012

**SUBJECT:** EMPLOYEE HEALTH & WELLBEING GROUP - CORPORATE HEALTH STANDARD AWARD

**REPORT BY:** HEAD OF WORKFORCE & ORGANISATIONAL DEVELOPMENT

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1.1 This paper is provided to inform members of our progress in achieving Welsh Governments Corporate Health Standard Award, along with other significant developments around the work of Employee Health & Wellbeing Agenda.

### 1.2 The Corporate Health Standard

This is the national mark of quality for health and wellbeing in the workplace. The standard has been developed to recognise good practice and reward organisations that actively promote the health and wellbeing of their employees.

The standard is awarded at different levels: Bronze, Silver, Gold and Platinum. To achieve the award, organisations need to demonstrate how they are working towards the core components set out in each award criteria. Each award addresses both organisational development issues and health topics, with particular reference to those that impact on the health and wellbeing of employees e.g. Smoking, Alcohol, Health Eating, Physical Activity, Mental Health and Wellbeing.

Like other workplace initiatives, it is a progressive programme and organisations undergo regular assessments. Adopting policies and practices to improve health and wellbeing of employees is important to the success of Caerphilly CBC in terms of:-

- Increased productivity
- Staff retention
- Reduced sickness absence
- Good working environment
- Improved morale
- Positive image
- In adopting good practice Caerphilly CBC can work towards the Corporate Health Standard national mark of quality for health and wellbeing in the workplace.

Employers have to achieve the Gold Award before progressing to Platinum level; therefore the best we could achieve at this stage was Gold. Full details of the Corporate Health Standard are accessible on the "Wellbeing @ Work" portal to be found on the Intranet. (follow this link: <http://sc-aptken/KENTICO/Departments/Wellbeing@Work/Corporate-Health-Standard.aspx> )

### 1.3 Employee Health & Wellbeing Portal

The portal has gone live with effect from April and can be accessed on the Intranet: <http://sc-aptken/KENTICO/Departments/Wellbeing@Work/Home.aspx>

Initial feedback has been positive, and the launch month saw extensive activity with staff

using the resource. The portal is being used to provide information to staff on Health & Wellbeing issues, and publicise events and activities. We plan to develop this further over coming months. The only downside to this is that it can only be accessed on a CCBC PC, which limits the impact.

#### 1.4 Employee Health & Wellbeing Newsletter

April saw the launch of our newly developed newsletter "Wellbeing @ Work". This is available electronically on the portal

<http://sc->

[aptdken/KENTICO/Departments/Wellbeing@Work/documents/WellBeingNewsletterIssue1.aspx](http://sc-aptdken/KENTICO/Departments/Wellbeing@Work/documents/WellBeingNewsletterIssue1.aspx)

This addition provided general information to publicise the work of the group, alongside a series of articles, and the publicity of the competition winners in our Employee Health prize draw. Copies were printed and provided for remote locations e.g. depots etc. We plan on issuing quarterly newsletters, and the Summer edition is in production with an August publication planned.

#### 1.5 Care First Vitality Website

Provided in Partnership with our Employee Assistance Provider Care First – the Vitality website is accessible to all via the Internet:

<http://www.caerphilly-vitality.co.uk/>

Care first Vitality is an interactive health management portal customised to become a wellbeing resource for CCBC employees and family. Care first Vitality has been designed to help individuals manage and improve all aspects of their mental and physical health.

#### 1.6 Assessment to Corporate Health Standard

Following a two-day intensive assessment on the 3<sup>rd</sup> & 4<sup>th</sup> July, Caerphilly County Borough Council has been awarded a **Gold Corporate Health Standard** award from Welsh Government. Arrangements are currently being made for a presentation of the Award here in Ty Penallta, and we will be invited to a National Celebration event early in the New Year, with other bodies who have achieved the award this year.

The Assessors were extremely impressed by the dynamic Working Group and the amount of hard work and preparation that went in to making the assessment such a success. As the Chair of the Group working towards achieving the award, it was a great pleasure to see the members of the group (which is drawn from across the council), enthusiastically expressing their views and experiences of the Wellbeing @ Work message here in Caerphilly.

The assessors commented that they had not in their experience to date, met such a positive and enthusiastic group during previous assessments. All of the members of the Group (attached as an Appendix) should be congratulated as excellent ambassadors for the authority.

Of particular note was the very evident support from the top of the organisation – indeed, the Assessors emphasised the positive support of the Chief Executive, the Leader and the Cabinet Member for Human Resources.

Our Health & Safety and Occupational Health arrangements were highly praised as were innovative practices in Catering and Sustainable Development. The assessors were also pleased to see the positive working relationship and active engagement of the Trades Unions, who are members of the Group.

The visits went well – Assessors were impressed with the openness and honesty of all the staff members they encountered during their walk and talk visits and commented how this

contributed to the overall picture of the Authority as a health promoting workplace.

We will receive detailed feedback from the Assessors in due course, which will include areas that we may wish to develop further as we work towards achieving the next stage of award i.e. Platinum.

Achievement of the Award enables us to utilise the Health at Work logo on our stationery, publicity material etc.



- 1.7 Members of the JCC are asked to note the ongoing work of the group, and the achievement of obtaining the Gold Standard.

Author: Gareth Hardacre - Chair of the Employee Health & Wellbeing Group

Appendices:

- Appendix 1 - Employee Health & Wellbeing Group Membership
- Appendix 2 - Employee Health & Well Being Journey - Summary
- Appendix 3 - Employee Health & Well Being Strategy