

MEETING	SIX TOWN HOUSING BOARD
DATE	19 AUGUST 2009
SUBJECT	Wellbeing Strategy
STATUS	FOR PUBLICATION
CONTACT OFFICER	Susan Newton s.m.newton@sixtownhousing.org

1. INTRODUCTION

This report introduces the proposed Wellbeing Strategy for Six Town Housing.

2. IMPACT ON CUSTOMERS

2.1 The strategy will have a positive impact on customers as it encompasses customers as well as employees. In addition a reduction in sickness absence and improved employee wellbeing increases organisational capacity and performance and therefore improves service delivery.

2.2 RISK MANAGEMENT

2.2.1 See Below.

Statement from Director of Corporate Services	<p>It has been proven within other organisations and from government research that the introduction of a wellbeing strategy with a variety of wellbeing initiatives improves morale and reduces sickness absence.</p> <p>The risk from not introducing the strategy may be that sickness absence increases or stays the same.</p> <p>During 2008 a variety of wellbeing initiatives were rolled out on an ad hoc basis and an analysis of the survey completed at the end of the programme showed that these were well received and were thought to contribute to increased morale.</p>
--	---

2.3 FINANCIAL IMPLICATIONS

2.3.1 It is anticipated that any costs for the introduction and delivery of the Wellbeing Strategy and Policy can be met from within the existing Budgets. Costs are detailed within the Action Plan.

Statement from Finance and Business Development Manager	If any additional costs are identified that cannot be met from the existing resources then funding arrangements will need to be agreed in advance of progressing the action.
--	--

2.4 EQUALITY AND DIVERSITY IMPLICATIONS (should include Equality Impact Assessment)

2.4.1 See EIA.

2.5 STRATEGIC OBJECTIVES

2.5.1 See below

Statement from Chief Executive	<p>The strategy fits into our strategic objectives of being an employer of choice and of building great communities.</p> <p>The strategy also fits in with Government Agenda around improving the health of the nation and Change 4 Life.</p> <p>A healthier workforce would result in lower levels of sickness absence leading to increased productivity and a better service to tenants.</p>
---------------------------------------	--

3 RECOMMENDATIONS

3.1 It is recommended that Board approves the new Wellbeing Strategy.

4 BACKGROUND

4.1 Six Town Housing's Health and Wellbeing at Work Strategy has been developed to promote and encourage health and well-being at work. In accordance with our Vision and Values, it is acknowledged that staff wellbeing is of paramount importance. Wellbeing is an important factor in the job satisfaction of our staff and is therefore a management issue for Six Town Housing. This strategy is designed to bring existing staff wellbeing issues to the fore, whilst seeking to create an organisation culture where negative wellbeing issues are identified, minimised and managed before they

affect the wellbeing of staff. We have a clear aim to promote the positive aspects and ideas associated with health and wellbeing at work.

- 4.2 During 2008 a variety of wellbeing initiatives were rolled out on an ad hoc basis and an analysis of the survey completed at the end of the programme showed that these were well received and were thought to contribute to increased morale.
- 4.3 Whilst quantitative figures are not available at present to analyse the impact of wellbeing initiatives on sickness absence, research conducted by the HR Team has identified that staff feel that a combined approach of effective case management of absence and wellbeing initiatives such as complimentary fruit has a positive impact on staff morale and reduces absence. In addition, evidence from other organisations has shown that wellbeing initiatives do reduce sickness absence.
- 4.4. The Wellbeing Strategy encompasses a wide range of initiatives in an attempt to put forward a cohesive approach to promoting health and wellbeing at work and for our tenants.

5 OPTIONS/ISSUES

- 5.1 To agree the adoption of the Wellbeing Strategy.
- 5.2 To reject the adoption of the Wellbeing Strategy.
- 5.3 The relevant SIPS are:
 - (1) Human Resource & Organisational Department SIP 2009/10
 - (2) Health and Safety SIP 2009/10

6. Consultation

- 6.1 A working group has been set up deliver the Action Plan. Consultation will also take place with staff, union representatives and tenant groups.
- 6.2 The Strategy, Policy and Action Plan has been approved by EMT and the Policy and Action Plan has been approved by Corporate Services Committee.

TRACKING/PROCESS

EMT	UNIONS SCC	COMMITTEE	
15.06.09		Corporate Services 09.07.09	
BOARD	COUNCIL	OTHER	
19.08.09			