



**Haringey Council**

<b>Report for:</b>	Staffing and Remuneration Committee	<b>Item Number:</b>	
<b>Title:</b>	Workforce Health and Wellbeing Strategy		
<b>Lead Officer:</b>	Tamara Djuretic, Assistant Director of Public Health		
<b>Ward(s) affected:</b>	N/A	<b>Report for Key Decisions</b>	

### **1. Describe the issue under consideration**

- 1.1 The organisation's Strategy for Workforce Health and Wellbeing has been developed to promote and encourage health and wellbeing at work and it is closely aligned to the Workforce Plan. The Strategy's 30 day staff engagement finished on 1<sup>st</sup> May and feedback received has been incorporated in the final version enclosed for endorsement by the Committee (Appendix I).
- 1.2 Development of the Strategy was overseen by the Workforce Health and Wellbeing Group that provides strategic support and senior leadership to the development and implementation of the Strategy. Group meets on a quarterly basis and has Unison and staff representatives from different work areas and services within the council. The Group is reporting into Corporate Health, Safety and Wellbeing Board chaired by Chief Operating Officer who is also a champion in workforce health and wellbeing.

### **2. Cabinet Member introduction**

- 2.1 Not needed for S&R Committee

### **3. Recommendations**

- 3.1 To endorse Haringey's Workforce Health and Wellbeing Strategy and to champion workforce health and wellbeing at the senior and strategic level in order to embed the Strategy across the Council and in parallel with the Workforce Plan.

### **4. Alternative options considered**

- 4.1 None



## **5. Background information**

5.1 A wealth of evidence suggests that good health and wellbeing at work helps individuals to feel happy, competent, and satisfied in their roles.<sup>1</sup> The evidence also shows that people who achieve good standards of wellbeing at work are likely to be more creative, more loyal, more productive, and provide better customer satisfaction than individuals with poor standards of wellbeing at work.

5.2 Haringey Council has already achieved London Workplace commitment award in 2012 followed by achievement award in 2013. This charter is now being included as a part of the national Workplace Wellbeing Charter co-ordinated by Public Health England. It is envisaged that refreshed Workforce Health and Wellbeing Strategy 2015-18, newly established strategic governance for the Health, Safety and Wellbeing at work, senior management engagement with this agenda and proactive leadership over the next three years will go towards achieving Workplace Wellbeing Excellence award in the near future. This status will assist in recruitment and retention and promoting Haringey Council as a good place to work and will support implementation of the Workforce Plan.

5.3 Workforce Health and Wellbeing Strategy has identified three main priorities that would support delivering the overall aim and the objectives and are closely aligned to the Haringey's Health and Wellbeing Strategy 2015-18 and Haringey's Workforce Plan. Each priority is underpinned by a set of outcomes that are informing delivery plan (Appendix I). Each outcome is based on the national and local evidence of what works and is building on already existing local initiatives.

Priority 1: Improving healthy life expectancy

Priority 2: Improving mental health and wellbeing

Priority 3: Improving psychosocial working conditions

### Progress so far

- Workforce Health and Wellbeing Strategy was launched for engagement on 31<sup>st</sup> March 2015 accompanied by a number of activities and events and Intranet webpage <http://intranet/index/directorates/public-health/healthy-haringey.htm>;
- Workplace Challenge initiative launched on 31<sup>st</sup> March and in the first three weeks of the launch, Haringey achieved 1<sup>st</sup> place on London Leaderboard for the total volume of activities logged, Children's Services walked 141m as a part of 'Walk to Paris' campaign;
- Training for staff and managers on mental health awareness, coping with stress and building personal resilience started in May and feedback was well received. To date, 44 managers were trained and feedback was very positive;
- Walk to Work Week launched on 11<sup>th</sup> May with a number of initiatives and prizes and it was very well received;
- Stress audit tool and support programme re-launched across the organisation and it is planned to first focus on those services with the highest sickness absence rates due to stress and anxiety.

### Next steps

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<sup>1</sup> New Economics Foundation (nef) 2014: Wellbeing at work: A review of the literature



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- Health, Safety and Wellbeing National Campaign will be launched locally promoting locally available initiatives and activities on 15<sup>th</sup> June;
- The whole borough approach to Workforce Health and Wellbeing event is planned in autumn 2015 to develop a common approach to looking after employees in a range of private and public sector organisations in the borough and those who employ a large number of Haringey's residents but are based outside the borough such as: Haringey CCG, North Middlesex University Hospital, BEH Mental Health Trust, the Whittington Hospital, private business such as Arriva etc.

### **6. Comments of the Chief Finance Officer and financial implications**

6.1 Activities proposed in the Strategy and Calendar of Events will be co-ordinated and delivered within already allocated resources in the Health and Safety Team, Public Health Team and Leisure Department.

### **7. Comments of the Assistant Director of Corporate Governance and legal implications**

7.1 The Assistant Director of Corporate Governance has been consulted with the preparation of this report and comments there are no legal implications arising.

### **8. Equalities and Community Cohesion Comments**

8.1 The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to:

- tackle discrimination and victimisation of persons that share the characteristics protected under S4 of the Act. These include the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation;
- advance equality of opportunity between people who share those protected characteristics and people who do not;
- foster good relations between people who share those characteristics and people who do not.

8 This Strategy aims to deliver better health outcomes for all staff, particularly those experiencing poorer mental health at work.

### **9 Head of Procurement Comments**

9.1 Not applicable

### **10 Policy Implications**

10.1 Development of a strategic approach to health and wellbeing in the workplace in Haringey Council is aligned to the refreshed Haringey's Health and Wellbeing Strategy 2015-18. This strategy proposes three main priorities: reducing obesity, improving healthy life expectancy and improving mental health and wellbeing.

10.2 Approximately 48% of the Council's workforce are Haringey's residents. By improving their health and wellbeing we can have both a direct and an indirect impact on the overall borough's health and wellbeing, not only through providing support to the staff but also equipping staff to impact positively on their



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community through increased awareness on a range of issues and the interventions available to residents.

10.3 The Strategy is also aligned to Physical Activity and Sport Framework and the Workforce Plan.

**11 Use of Appendices**

Appendix I – Workforce Health and Wellbeing Strategy

Appendix II – Calendar of Events

**12 Local Government (Access to Information) Act 1985**