

Report to the Cabinet

Report reference: C/065/2007-08.

Date of meeting: 12 November 2007.



**Epping Forest
District Council**

Portfolio: Finance, Performance Management and Corporate Services.

Subject: Employee Wellbeing Framework.

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Recommendations/Decisions Required:

- (1) That, as recommended by the Joint Consultative Committee, the Employee Wellbeing Framework be adopted.**

Report:

1. At its meeting on 20 September 2007, the Joint Consultative Committee considered the Employee Wellbeing Framework.

2. The Committee noted that the purpose of the Employee Wellbeing Framework is to set out clearly in one document the range of support measures available to staff in order to promote their wellbeing whilst at work. Whilst some of these measures have been available for a considerable period of time (for example free confidential staff counselling), others are relatively new, and were agreed by Cabinet as part of the Recruitment and Retention Strategy. These include the provision of subsidised gym membership and free health checks.

3. Research and benchmarking of Employee Wellbeing Policies in both the public and private sectors has shown that the Council's proposed approach and the range of facilities available are consistent with those provided elsewhere.

4. The Framework sets out the Council's overall approach to employee wellbeing and is divided into the following areas;

- (a) Policy Statement;
- (b) Responsibilities of Members and Officers;
- (c) Facilities to promote a healthy work/life balance;
- (d) Health and Safety Provisions;
- (e) Human Resources Policies which impact on wellbeing; and
- (f) Employee Health Services.

Statement in Support of Recommended Action:

5. The Framework brings together the range of support measures the Council has made available to staff into a single document.

6. The Council's approach to Employee Wellbeing is equivalent to many other employers in the private and public sector.

Other Options for Action:

7. The Cabinet could decide not to agree the Framework or substitute it with another approach.

Consultation Undertaken:

8. Consultation was undertaken with the trade unions.

Resource Implications:

Budget Provision: Initiatives have been met within existing budgets.

Personnel: As set out in the report.

Land: Nil.

Council Plan 2006-10/BVPP Reference: N/A.

Relevant Statutory Powers: N/A.

Background Papers: N/A.

Environmental/Human Rights Act/Crime and Disorder Act Implications: N/A.

Key Decision Reference (if required): N/A.