

Report

Report to:	Employee Issues Forum
Date of Meeting:	14 November 2023
Report by:	Executive Director (Housing and Technical Resources)

Subject:	Health and Wellbeing Group – Housing Services
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Employee Issues Forum on the work undertaken by Housing Services in relation to the Health and Wellbeing Group

2. Recommendation(s)

The Employee Issues Forum is asked to approve the following recommendation(s):-

- (1) that the content of the report, be noted

3. Background

- 3.1. As part of the commitment to ensuring staff health and wellbeing, Housing Services introduced a Health and Wellbeing Working Group. The Group was initially set up in 2019 and has continued to develop over the years.
- 3.2. The Group was initially introduced following feedback from employees, however, quickly evolved to assist in managing change through the Covid-19 epidemic to ensure staff had the required support.
- 3.3. Due to the success of the Group, it was agreed to continue with the Working Group, as the Covid-19 epidemic came to an end and working methods began to revert to pre-Covid-19 practices.

4. Health and Wellbeing Group Purpose and Outcome

- 4.1. The Group was initially set up in 2019, it further developed as part of our Covid-19 recovery and has continued to develop over the years.
- 4.2. The Group is jointly chaired by Julie Neville (Housing Services Manager) and Lynn Hayes (Performance and Support Advisor) and consists of representatives from all teams within Housing Services.
- 4.3. The Group meets on an 8-weekly basis to discuss available opportunities and take forward any actions.
- 4.4. The role of the representatives within the Group is to cascade information to all other employees within their location of work.
- 4.5. The main objective of the Group is to encourage good health and wellbeing across the Service by promoting healthy working practices, relationships and environments.

4.6. The Group works to encourage wellbeing and resilience including minimising work related issues via positive activities aimed at maintaining good health and wellbeing.

5. Health and Wellbeing Action Plan

5.1. As part of the Group discussions, a Health and Wellbeing Plan has been developed.

5.2. The initial Health and Wellbeing Plan was developed in 2019 and the Group initially focused on the employee survey and Resource stress risk assessment results, combined with employee feedback.

5.3. Action from this were progressed during 2019 until completion, largely related to managing change and ensuring good communication (during Covid-19), this included:-

- ◆ ensuring staff had appropriate equipment available
- ◆ introducing 1-2-1 meetings each week with all staff to support their home working
- ◆ introducing team working via Microsoft Teams
- ◆ monitoring increased demands on workload and addressing appropriately

5.4. As we moved to pre-Covid-19 working and the introduction of the 4 wellbeing pillars recommended as a basis of wellbeing plans, the plan was revisited and updated to align with the pillars and with wider corporate plans:-

- ◆ Financial Wellbeing
- ◆ Mental Wellbeing
- ◆ Social Wellbeing
- ◆ Physical Wellbeing

5.5. The ongoing development of the plan takes into account feedback from the Group to ensure that any issues, areas of concern or new initiatives are continually monitored This includes but is not limited to:-

- ◆ 4 day working week
- ◆ staff turnover
- ◆ malicious reporting
- ◆ the new "Home Project"

5.6. The plan also includes an appendix which sign posts staff to advice and support that is available Council-wide.

6. Employee Implications

6.1. There are no implications for employees arising from the information presented in this report.

7. Financial Implications

7.1. There are no financial implications associated with this report.

8. Climate Change, Sustainability and Environmental Implications

8.1. There are no climate change, sustainability and environmental implications in terms of the information contained within this report.

9. Other Implications

9.1. There are no other implications associated with this report.

10. Equality Impact Assessment and Consultation Arrangements

10.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.

Stephen Gibson
Executive Director (Housing and Technical Resources)

1 November 2023

Link(s) to Council Values/Priorities/Outcomes

- ◆ Accountable, effective, efficient and transparent
- ◆ Fair, open and sustainable
- ◆ Ambitious, self-aware and improving
- ◆ Excellent employer
- ◆ Focused on people and their needs
- ◆ Working with and respecting others

Previous References

- ◆ None

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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