

Report

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Report to:	Employee Issues Forum
Date of Meeting:	24 August 2010
Report by:	Executive Director (Corporate Resources)

Subject:	Healthy Working Lives Update
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Forum on the activity related to Healthy Working Lives (HWL)

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

(1) that the following activities related to the HWL agenda be noted:-

- ◆ Health promotion activities
- ◆ Health checks
- ◆ Gold award annual review
- ◆ Health needs assessment
- ◆ Future activity

3. Background

3.1. It has been agreed previously that the Employee Issues Forum will receive regular updates on HWL activity. The last update was in June 2009 when the Council successfully achieved the HWL gold award.

3.2. The HWL Group are responsible for delivering the actions outlined as part of the HWL strategy. The HWL Group consists of a representative from each Resource, the Trades Union and Occupational Health.

3.3. To maintain the HWL gold status, the Council must continue to demonstrate an ongoing commitment to employee health and well being.

4. Health Promotion Activity

4.1. The HWL Group continue to promote different health topics each month. This is done through articles in the Works magazine, global email, HWL intranet pages, posters, leaflets and Resource based activity. The calendar of topics for 2009 and 2010 is contained in appendix 1.

4.2. In addition to the methods outlined above, two of the topics each year are promoted using alternative methods. For example, in October 2009 a play was used to promote alcohol awareness. In June 2010 healthy eating was promoted in conjunction with the 'Eating for Fitness' week run by Community Resources.

5. Health Checks

- 5.1. As part of the regular HWL activities, health checks are offered to employees on a monthly basis. The health checks take place in various locations across South Lanarkshire. Since April 2009, there have been 475 employees who have accessed a health check. This is split by Resource as follows:-

Community	88
Corporate	5
Education	132
Enterprise	25
Finance and IT	25
Housing and Technical	145
Social Work	55

6. Gold Award Annual Review

- 6.1 The ongoing assessment process for the gold award consists of an annual assessment. The HWL assessor meets with the HWL Group to discuss the work of the Group in the last year. The Council are required to provide a portfolio of evidence to the assessor before the annual review takes place. The annual review for 2010 took place on 12 August 2010 (and the outcome is awaited).

7. Health Needs Assessment

- 7.1. Another criteria for the gold award is the requirement to undertake a Health Needs Assessment (HNA) every 3 years. The purpose of this is to identify areas where the HWL activity is making an impact and identify future areas for development. The HNA questionnaire was distributed to employees during June 2010 and the responses are now being analysed. The outcomes of the HNA will be used to inform the next HWL strategy.

8. Future Activity

- 8.1. The HWL topic for September is musculoskeletal disorders and in October the topic is breast cancer. In October there will be the usual 'Wear it Pink' campaign and associated activities.
- 8.2. In the coming months the HWL Group will analyse the outcomes of the HNA and identify areas for improvement.
- 8.3 The HWL Group will now begin working towards the HWL Mental Health and Well Being Commendation award. This award compliments the gold award and targets specifically the work done to promote positive mental health in the work place.

9. Employee Implications

- 9.1 The work in this area continues to promote health and well being to all employees.

10. Financial Implications

- 10.1 All financial implications are met within existing budgets.

11. Other Implications

- 11.1 There are no implications for sustainability or risk in terms of the information contained within this report.

12. Equality Impact Assessment and Consultation Arrangements

12.1 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.

12.2 There was no requirement to undertake any consultation in terms of the information contained in this report.

Robert McIlwain
Executive Director (Corporate Resources)

13 August 2010

Link(s) to Council Objectives

Excellent Employer

Previous References

Employee Issues Forum - 30 June 2009

List of Background Papers

HWL Gold Strategy

HWL Action Plan 2009 -2012

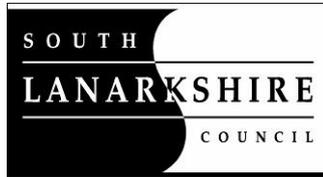
Contact for Further Information

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

Eileen McPake, Personnel Officer

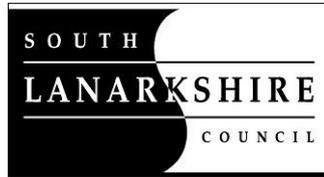
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Healthy Working Lives Calendar 2009

January	Healthy Eating
February	Physical Activity
March	No Smoking
April	Sun Awareness
May	Mental Health
June	Mens Health
July	Hygiene
August	Oral Health
September	Osteoporosis
October	Breast Cancer
November	Diabetes
December	Alcohol Awareness



Healthy Working Lives Calendar 2010

January	Healthy Eating
February	Physical Activity
March	Prostate Cancer
April	Smoking
May	Mental Health
June	Sun Awareness
July	Allergies
August	Oral Health
September	Musculoskeletal
October	Breast Cancer
November	Addiction
December	Alcohol Awareness