

Subject: Health and Well Being Policy

Status: For Publication

Report to:

Date:

Policy Overview and Scrutiny Committee

8th July 2008

Report of:

Liz Murphy, Head of People and Policy

Portfolio

Holder: Finance and Resources

Key Decision: No

Forward Plan

General Exception

Special Urgency

1. PURPOSE OF REPORT

- 1.1 To consult with Members on the development of a Health and Well Being Policy for employees of the Council.

2. CORPORATE PRIORITIES

- 2.1 The matters discussed in this report impact directly on the following corporate priorities and associated corporate objective.

- Improving health and well being across the Borough (Health, Housing)
- Well Managed Council (Improvement, Community Network)

3. RISK ASSESSMENT IMPLICATIONS

- 3.1 There are no specific risk issues for members to consider arising from this report.

4. BACKGROUND AND OPTIONS

- 4.1 The Policy has been developed to manage the Council's obligations to maintain the health and well-being of all staff. In addition, it covers the Council's commitment to employee health, the responsibilities of managers and others for maintaining psychological health, health promotion initiatives, communicating and training on health issues, the range of support available for the

maintenance of mental health issues and the organisation's commitment to handling individual issues.

COMMENTS FROM STATUTORY OFFICERS:

5. SECTION 151 OFFICER

- 5.1 No financial implications from the report. External funding is being explored to fund the health promotion initiatives.

6. MONITORING OFFICER

- 6.1 No legal implications arising from the report.

7. HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT (ON BEHALF OF THE HEAD OF PAID SERVICE)

- 7.1 No Human Resources implications from the report. The Policy is an activity which contributes to the Council's ability to effectively manage sickness absence and increase the effectiveness of employees.

8. CONCLUSION

- 8.1 The Council recognises that well being and performance are linked. Improving employees' ability to handle pressure and to balance work and home life will ultimately lead to improved individual and organisational performance.

9. RECOMMENDATIONS

- 9.1 That the Policy Overview and Scrutiny Committee scrutinises the Equality Impact Assessment to ensure there are no equality implications which have not been addressed.
- 9.2 Provide feedback in relation to the content of the Policy.
- 9.3 Recommend adoption of the Policy.

10. CONSULTATION CARRIED OUT

- 10.1 Trade Unions, Environmental Health, Health and Safety.

11. EQUALITY IMPACT ASSESSMENT

Is an Equality Impact Assessment required	Yes
Is an Equality Impact Assessment attached	Yes

12. BIODIVERSITY IMPACT ASSESSMENT

Is a Biodiversity Impact Assessment required	No
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Is a Biodiversity Impact Assessment attached

No

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Background Papers	
Document	Place of Inspection
Health and Safety at Work etc Act 1974 Management of Health and Safety at Work Regulations 1999 SI 1999/3242	People and Policy Team