

Report of the Portfolio Holder for Resources and Personnel Policy.**WELLBEING STRATEGY**1. Purpose of Report

Cabinet is asked to note the Wellbeing Strategy.

2. Recommendation

Cabinet is asked to NOTE the Wellbeing Strategy.

3. Detail

A new Wellbeing Strategy is attached as appendix 1 to this report.

The Council recognises that the Health and Wellbeing of its employees are integral to its success and whilst many support mechanisms, initiatives and tools are already in place, the strategy outlines our aims and how we will achieve promoting wellbeing at work.

Data was analysed from the 2022 Employee Survey along with existing support on offer. The roles of HR, Managers and Trade Unions are also clearly outlined to offer employees as much support as practically possible.

The Strategy is closely aligned with the existing Corporate Plan and People Strategy, along with emphasis on our 'GREAT' values. Our existing suite of HR policies that focus on Wellbeing (including family friendly policies) also solidifies our commitment to our employees in improving and managing health and wellbeing.

Success will be monitored using the Council's Performance Management system (Pentana) and reported back via the appropriate Committees.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

There are no additional financial implications at this stage with any costs being contained within existing budgets. Any significant budget implications going forward, over and above virement limits, would require approval by Cabinet.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

There are no direct legal implications that arise from this report.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

7. Union Comments

This Strategy has been shared with the Local Joint Consultative Committee to give the Unions an opportunity to comment.

8. Data Protection Compliance Implications

Not applicable

9. Equality Impact Assessment

Not applicable

10. Background Papers

Nil