

Report of the Chief Executive

ACTION PLAN FOR THE WELLBEING OF STAFF MENTAL HEALTH1. Purpose of report

To advise Committee of an action plan for the wellbeing of staff mental health.

2. Detail

During the Covid-19 pandemic, employee mental health has been an important consideration for the Council, and the following action plan has been devised to outline how the Council has supported its employees and will support going forward. Immediately prior to the pandemic, Broxtowe introduced a new employee assistance programme – Care First. The new provider was chosen as it offered more support for employees, a wider range of services and better value for money/return on investment.

Rick Harrington, a mental health specialist working for Forces in the Community based in Beeston, regularly supports the Council with mental health cases, offering advice, additional counselling and he was also commissioned to provide the Council with some bespoke mental health advice for our employees as a result of the pandemic. The information has been made available via our intranet, to Managers to provide to non-PC employees and also on the Council's bespoke Learning Zone (BLZ). This document is in appendix 1.

The Employee Mental Health Champions Group has been able to meet remotely during the lockdown and have been able to discuss general mental health concerns as well as to receive a tutorial and trial the new Employee Assistance Programme prior to the launch.

Thanks to new technology implemented by ICT prior to the pandemic, HR have been able to meet with a number of employees via Microsoft Teams to support them with mental health. These have been in the form of long, informal but structured conversations, giving the employee the opportunity and time to discuss their concerns and how the Council can support them.

Whilst all employees who were required to shield were given Occupational Health appointments prior to their return to work, the Council also included those employees with mental health issues/concerns around their health and safety, workplace environment. Additional mental health support, advice and guidance was regularly distributed to employees via the all staff email.

Recommendation

The Committee is asked to NOTE the action plan.

Background papers

Nil