EMPLOYEE WELLBEING STRATEGY 2019-2024

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Argyll and Bute Council Wellbeing Strategy 2019-2024

1.0 Introduction

1.1 In line with our corporate values as an employer, we **CARE** about our workforce. We know that when our staff are healthy and well they bring their best selves to work. This in turn helps us to deliver excellent services and contributes to meeting the agreed outcomes for our area. We are therefore **COMMITTED** through our wellbeing agenda to ensure Argyll and Bute Council continues to create a positive working environment for our staff. We believe this will help us to retain our status as an employer of choice in Argyll and Bute and will have a positive impact on our communities.

1.2 We understand that wellbeing does not start and end in the workplace. A whole range of factors come together to determine our overall health and wellbeing as individuals. The aim of this strategy is to make a commitment to take what action we can to improve the overall wellbeing of our workforce to allow everyone to flourish in all aspects of their lives.

1.3 The majority of our 5000 strong workforce (93%) live in Argyll and Bute. By improving the overall health and wellbeing of our workforce we will be contributing our Corporate Outcomes and Priorities:

People live active healthy independent lives

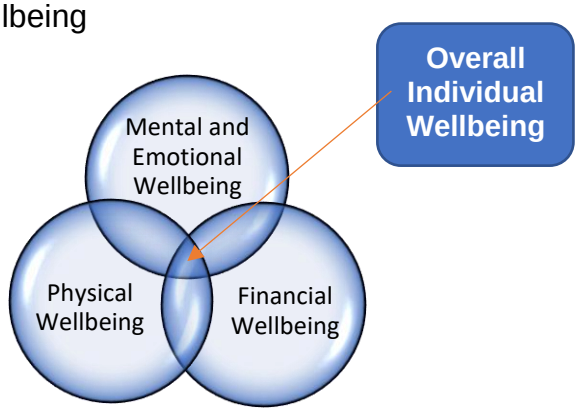
We are an Employer of Choice

We will be supporting delivery of our business outcomes:

- We are efficient and cost effective
- We encourage creativity and innovation to ensure our workforce is fit for the future
- We ensure information is available for everyone
- We provide support, prevention and opportunities to help people make better lifestyle choices

2.0 The Three Pillars of Wellbeing

2.1 Our approach to wellbeing is based on three pillars of wellbeing which combine (and often interact) to determine an individual's overall wellbeing



PILLAR ONE: Mental and Emotional Wellbeing

2.2 Our Mental wellbeing is about how we think, how we feel, how we behave, how life affects us and how we cope with it, how we engage with others and the choices we make.

2.3 When we are in 'good' mental health, we can cope well and respond positively to life. We can be involved in relationships, activities and our environment and community and we are most effective and productive at work. Our mental health is affected by our biology (our genes and how our

body reacts to situations) and our life experiences (what we experience and how this affects us).

PILLAR TWO: Physical Wellbeing

2.4 A state of physical well-being is not just the absence of disease. It includes lifestyle behaviour choices to ensure continued health, avoid preventable diseases and conditions, exercise and eating healthily.

PILLAR THREE: Financial Wellbeing

2.5 Financial wellbeing is the way in which an individual manages money daily, creates precautionary savings, finances goals and creates wealth management and financial confidence. Financial pressures that are not well managed can result in stress related illness and poor work performance.

3.0 Our wellbeing pledge

We will **COLLABORATE** with our employees and partners to find **CREATIVE** ways to improve the overall wellbeing of our workforce by:

- **Providing information and Education on the three pillars of wellbeing**
- **Providing Support to employees**
- **Providing good work**

4.0 What will we do to deliver this strategy?

4.1 We recognise that wellbeing is not just about what we do now or in the next few months. Improving wellbeing in our organisation is a long term commitment to our employees, demonstrating that we are putting their wellbeing at the centre of our organisation. We will carry out a programme of action in the first 2 years of this plan, which we anticipate will have longer term benefits. We will review and update these actions as we learn what works best in our organisation.

5.0 How will we know our wellbeing strategy is having an impact?

5.1 We will evaluate key measures of morale and employee wellbeing, including sickness absence over the life of this strategy starting from a 2019 baseline and we will also ask our employees to rate their three pillars of wellbeing periodically.

5.2 We anticipate 5% improvement in these measures over the life of the strategy. In turn we expect that an overall improvement in the wellbeing of our workforce will result in a reduction in sickness absence levels.