



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

CABINET

9th June 2021

Report of the Director of Finance and Corporate Service – Hywel Jenkins

Matter for Decision

Wards Affected: All Wards

Employee Wellbeing Programme – Virgin Pulse Go

Purpose of the Report:

To seek authority to approve funding to engage with the Virgin Pulse Go Employee Wellbeing Programme

Background:

Throughout the Council's response to Covid-19, the safety, welfare and wellbeing of all of our employees, councillors and citizens has been central to our work.

Our workforce has experienced change on an unprecedented scale, experiencing changes to their place of work and to the nature of their work. Some front line staff have maintained service delivery in very challenging circumstances with social care, school based staff and those working in our refuse and recycling services maintaining critical services at all times.

To support our workforce, we put in place a range of support mechanisms from an early stage. In particular Personal Protective Equipment (PPE), hand sanitising arrangements and social distancing processes based on comprehensive risk assessments; we provided a range of on-line tools and support services that staff could tap into when they needed that extra support. We also redesigned our occupational health and psychology support services to ensure access for those who had a higher level of need.

As we continue to respond to Covid-19, it is essential that we continue to prioritise the wellbeing of our workforce. One of the services we would like to offer to staff is a service provided by Virgin Go. This is an employee wellbeing programme that has been accessed by the NPT Staff Health and Wellbeing Group, funded via the Lucky Fridays lottery, previously.

The NPT Staff Health and Wellbeing Group intends to offer 200 places under its own funding for the July 2021 programme. The proposal is that the Council funds an additional 300 places so that more employees are able to benefit from the initiative.

Proposal

Virgin Pulse Go is a comprehensive digital health and wellbeing programme for employers and their staff.

The programme provides a personalised service that:

- Provides a holistic solution that addresses whole person wellbeing including physical, mental, social, community and financial wellbeing, with over 26 health and wellbeing topics supported.
- Brings staff together, builds a culture of health and increases social connection.
- Creates a friendly team based competition throughout.

- Delivers a personalised solution that lets staff pick their areas of focus.
- Is a fun and engaging experience with tools that support habit building.
- Is mobile first – supporting members to be healthier wherever they are.
- Provides up to 6 months support for those participating.

This is achieved by:

- Engaging and motivating staff daily to cultivate healthy habits to help them create their own path to health and wellbeing success.
- Using science and technology to provide quality services.
- Providing a community of support within the workplace.
- Built in health assessment.
- Provide administrative support and insight and analytics to demonstrate achievements.

The objective being to increase personal wellbeing, health and performance. Bringing together staff with a common goal.

The programme costs £49 plus Vat per employee. The NPT Staff Health and Wellbeing Group will purchase 200 licenses with the Council buying 300 licenses. The total cost to Neath Port Talbot Council is £14,700, with a further payment of £2,940 for VAT which is recoverable from HMRC.

It is proposed that the NPT Staff Health and Wellbeing Group be asked to administer the arrangement so that more Council staff can fully benefit from the programme. It should be noted that it is only

members who contribute to NPT Staff Health and Wellbeing Group that can benefit from their licenses and then the first 300 council staff will also be able to benefit from the programme.

To enable the programme to be coordinated and delivered from early July it is proposed that members approve this proposal for immediate implementation.

For reference, the benefits reported by those participating in previous programmes run by the NPT Staff Health and Wellbeing Group includes:

- 86% of participants met the recommendation of 10,000 steps per day vs. 23% pre the programme
- 57% of participants were more aware of what they ate
- 72% of those who tracked their weight lost weight
- 67% met the recommended amount of sleep vs. 58% pre the programme
- 71% reported a decrease in their stress levels either at home or at work
- 71% of participants reported an increase in either their productivity or concentration

Financial Impact:

The investment of £14,700 to provide this health and wellbeing programme to 300 staff will be funded from an existing budgetary provision in the HR and Organisational Development Division.

Integrated Impact Assessment:

A first stage integrated impact assessment has been carried out and shows that a full assessment is not required for this report.

Valleys Communities Impacts:

There is no impact on valleys from this proposal

Workforce Impacts:

This proposal will provide additional health and wellbeing support to Council staff. It will provide opportunities for 500 employees and members to benefit from the programme. 200 of the licences will be available to employees that are members of the NPT Staff Health and Wellbeing Group and 300 on a first come basis for other Council staff.

Legal Impacts:

The Council will enter into a contract with Virgin Pulse for this service and work with NPT Staff Health and Wellbeing Group to maximise the support to staff.

Risk Management Impacts:

To provide support to council employees.

Consultation:

There is no need for external consultation on this item.

Recommendations:

It is recommended that Cabinet having considered the Integrated Impact Assessment approve:

- That the Council enters into an agreement to purchase 300 licences of the Virgin Pulse Go health and wellbeing programme.
- The proposal to work with the NPT Staff Health and Wellbeing Group to maximise the benefit of the programme.

Reasons for Proposed Decision:

To support the health and wellbeing of council employees.

Implementation of Decision:

The decision will be implemented immediately in order to allow the coordination and delivery of the programme to commence in July 2021.

Appendices:

Appendix 1 – Integrated Impact Assessment

List of Background Papers:

None

Officer Contact:

Hywel Jenkins, Director of Finance and Corporate Services

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Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Employee Wellbeing Programme – Virgin Pulse Go. To seek authority to engage with the Virgin Pulse Go Employee Wellbeing Programme. As we continue to respond to Covid-19, it is essential that we continue to prioritise the wellbeing of our workforce. This proposal is to offer to staff a service provided by Virgin Go which is an employee wellbeing programme that has been accessed by the NPT Staff Health and Wellbeing Group, funded via the Lucky Fridays lottery, previously.

The NPT Staff Health and Wellbeing Group intends to offer 200 places under its own funding for the July 2021 programme. The proposal is that the Council funds an additional 300 places so that more employees are able to benefit from the initiative. The 300 places provided by the council will be made available on a first come basis.

Service Area: All

Directorate: All

2. Does the initiative affect:

	Yes	No
Service users		X
Staff	X	
Wider community		X
Internal administrative process only	X	

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		X				All Staff will be able to apply to join the 300 place programme and benefit on a first come basis.
Disability		X				
Gender Reassignment		X				
Marriage/Civil Partnership		X				
Pregnancy/Maternity		X				
Race		X				
Religion/Belief		X				
Sex		X				
Sexual orientation		X				

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		X				The technology is provided in English but there is no other restriction on staff to use the Welsh language as they partake in the programme.
Treating the Welsh language no less favourably than English		X				

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		X				
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		X				

6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	X		This will provide the opportunity to support active living and the health and wellbeing of 500 council staff, with 200 benefiting from being members of the NPT Staff Health and Wellbeing Group, and a further 300 by the Council.
Integration - how the initiative impacts upon our wellbeing objectives	X		This will provide additional health and wellbeing support to council employees. .
Involvement - how people have been involved in developing the initiative	X		The NPT Staff Health and Wellbeing Group has provided this opportunity to its members for the last few years, pre Covid. This opportunity will be extended to all council staff that are not members of the NPT Staff Health

			and Wellbeing Group.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	X		This proposal has been tested by the NPT Staff Health and Wellbeing Group and will be expanded to other council staff.
Prevention - how the initiative will prevent problems occurring or getting worse	X		During Covid the Council has provided a range of on-line tools and support services that staff could tap into when they needed extra support. We also redesigned our occupational health and psychology support services to ensure access for those who had a higher level of need.

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	X
Reasons for this conclusion	
A full impact is not required as this proposal to expand the offer of a service to another 300 of the Council's employees. All staff are able to apply to benefit from the programme that is due to commence in July 2021.	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

	Name	Position	Date
Completed by	Huw Jones	Head of Finance	8.06.21
Signed off by	Hywel Jenkins	Director of Finance & Corporate Services	8.06.21