



## Buckinghamshire & Milton Keynes Fire Authority

<b>MEETING</b>	Fire Authority
<b>DATE OF MEETING</b>	16 December 2015
<b>OFFICER</b>	Lynne Swift, Director of People and Organisational Development
<b>LEAD MEMBER</b>	Councillor Roger Reed
<b>SUBJECT OF THE REPORT</b>	<b>Global Corporate Challenge Employee Health, Wellbeing and Engagement Programme</b>
<b>EXECUTIVE SUMMARY</b>	<p>The Global Corporate Challenge (GCC) was an excellent pilot initiative which ran through the summer of 2015 to promote our commitment to improve employee health and wellbeing for all of our employees.</p> <p>The GCC fits well with the Authority's strategic aim within the Corporate Plan 2015-20 "to optimise the contribution and well-being of our people".</p> <p>The key aspects of the initiative were:</p> <ul style="list-style-type: none"> <li>• Competing with 50,000 teams from 1,500 of the world's most respected companies (including other fire and rescue services) over a 100 day period.</li> <li>• A funded place available for all employees.</li> <li>• Aim was to improve health, fitness and wellbeing across the whole Service.</li> <li>• Creating some competition and having fun doing it.</li> <li>• Fantastic response was received from employees with 34 teams of seven signing up (238 participants).</li> </ul> <p>This initiative demonstrated the Authority's commitment to employee wellbeing which was clearly valued by employees who rated their overall GCC experience as either excellent or good. It is positive to note that participants reported improved engagement, wellbeing and motivation, particularly considering the initiative came a short time after an ongoing period of industrial action.</p> <p>Positive results included: reduced stress levels, better sleep patterns and weight loss, leading to a healthier lifestyle and an increase in either participant's productivity or concentration.</p>

<b>ACTION</b>	Information.
<b>RECOMMENDATIONS</b>	It is recommended that Members note the positive outcomes of this initiative.
<b>RISK MANAGEMENT</b>	The GCC initiative meets the objectives of the 2015 - 2020 Corporate Plan to optimise the contribution and wellbeing of our people. Risks such as sickness absence, reduced productivity and poor employee relations are potentially reduced as a result of participant employees reporting improved health and wellbeing, motivation and engagement.
<b>FINANCIAL IMPLICATIONS</b>	The cost of the initiative was £12k.
<b>LEGAL IMPLICATIONS</b>	There are no legal implications arising as a result of this report.
<b>CONSISTENCY WITH THE PRINCIPLES OF COLLABORATION</b>	<p>As participation must exceed one thousand employees to gain financial advantage, this initiative was progressed as a single service pilot.</p> <p>The Thames Valley services have identified occupational health and well-being provision as opportunities for collaboration to consider. If the Authority decides to follow up the GCC initiative in future years, collaboration will be considered with partner organisations when the combined total of employees approaches the one thousand figure.</p>
<b>HEALTH AND SAFETY</b>	The initiative supports a healthier lifestyle and improved wellbeing.
<b>EQUALITY AND DIVERSITY</b>	The initiative was open to all employees. No equality or diversity issues are identified.
<b>USE OF RESOURCES</b>	<p><b>Communication with stakeholders:</b></p> <p>The initiative was well publicised through posters on noticeboards and communication on the intranet to all employees. Regular updates were communicated throughout the 100 days and post initiative summary provided. The full support of SMB was visible with the CFO/CE and other SMB members participating in a team.</p> <p><b>The balance between spending and resources:</b></p> <p>The organisation, marketing and communications required to implement the GCC programme required the allocation of the resources of the HR Officer (Employee Relations) for part of her working week as a stretch objective. In addition voluntary hours were also provided from this resource to ensure the initiative was a success.</p>

	<p><b>The system of internal control:</b></p> <p>During the 100 days regular updates were provided by GCC to management in the form of weekly reports.</p> <p>The Performance Management Board will be carrying out a more detailed analysis of the programme and will be asked to consider whether the Authority should run this initiative in the future</p> <p><b>The medium term financial strategy:</b></p> <p>Absence levels will continue to be monitored to determine if there are longer term positive impacts that may be attributed to this initiative. Absence levels did reduce during the initiative. A reduction in absence levels contributes positively to the Medium Term Financial Plan.</p>
<p><b>PROVENANCE SECTION &amp; BACKGROUND PAPERS</b></p>	<p><b>Background</b></p> <p>The GCC programme focussed on physical and psychological health including exercise, nutrition, sleep and psychological wellbeing. The programme starts by getting people moving with a 100 day virtual journey around the world, the ultimate target being 10,000 steps per day during which the employees unlocked intriguing new locations along the way.</p> <p>The Corporate Plan includes the strategic aim.</p> <p><b>Corporate Plan for 2015-2020:</b></p> <p><a href="http://bucksfire.gov.uk/files/5514/3315/2727/ITEM_14b_2015-20_Corporate_Plan_-_Covering_Exec_Paper_Appendix_1.pdf">http://bucksfire.gov.uk/files/5514/3315/2727/ITEM_14b_2015-20_Corporate_Plan_-_Covering_Exec_Paper_Appendix_1.pdf</a></p>
<p><b>APPENDICES</b></p>	<p>None.</p>
<p><b>TIME REQUIRED</b></p>	<p>10 Minutes.</p>
<p><b>REPORT ORIGINATOR AND CONTACT</b></p>	<p>Mark Ridder, Employee Relations Manager</p> <p><a href="mailto:mridder@bucksfire.gov.uk">mridder@bucksfire.gov.uk</a></p> <p>01296 744634</p>