

Ref: FOI/CAD/ID 3769

Please reply to:
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Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Health and Wellbeing 2017.

1 What health and wellbeing programmes are offered within the organisation to provide staff with health and wellbeing benefits, reduce sickness absence and associated costs, and improve staff attendance? (E.g. healthy eating programmes, physical & mental health checks, gym memberships, lifestyle management advice, one-to-one counselling, workshops etc.) Please list all programmes and provide the following information:

2 How does the organisation record and report absence? Please list all software, systems and services used for absence management and provide the following information:

3 Does the organisation use any third party whistleblowing services? Please provide the following information:

Please see the following tables.

1.

Name of programme	Description (including aims)	Is the programme internal or delivered by a third party?	Name of any third party (if applicable)	Description of services	Total annual cost to organisation (£ - 15/16)	Please list any savings/other benefits	Contract start	Contract end
Healthy Weights	weight reduction. Awareness of food and drinks, lifestyle choices.	In-house	N/A	Occupational health Nurse delivered service. height, weight, hip to waist ratios, BMI, blood pressure. Lifestyle choices assessment, advice and support.	No specific budget, resourced from within department core service.		N/A	N/A
Problast	fitness class, improved fitness - many health benefits.	Outsourced	Lyfinity Ltd	Signposting and onward close to hospital sites, promoted as staff only classes	negligible, sending emails / posters out.	agreement to promote services to staff that they will supply	N/A	N/A
promotion / awareness of sedentary work	reduce back ache, neck and upper limb disorders, MSK issues.	Combination	Health Assured	Posters and emails promoting movements at work, posters near lifts encouraging use of stairs number of calories burned is using them. Web portal and smart phone APP providing information advice and work as healthy, periodic bike schemes such as safe riding. Government scheme on salary sacrifice to purchase a bike.	Health Assured, £29k p/a		2016, September	2019, September
health transport	bike to work schemes, improved fitness and reduced weight	In-house	N/A	Service delivered in line with national best practice and evidence	negligible, sending emails / posters out.		N/A	N/A
smoking cessation	health benefits awareness of healthy lifestyle choices, early identification of potential health problems.	Combination	Kent Community Health NHS Foundation Trust	Service delivered in line with national best practice and evidence	no cost to Trust			
NHS Health Check	promote and make available healthy food and drink, reduce promotion or other imbalance between "junk food" and health options. Health benefits.	Combination	Kent Community Health NHS Foundation Trust	Service adjustments in line with national CQUIN indicators for provision of food and drink in NHS Trusts	no cost to Trust			
healthy food		In-house	N/A	Posters and emails promoting movements at work, posters near lifts encouraging use of stairs number of calories burned is using them. Web portal and smart phone APP providing information advice and guidance through various media forms. Telephone support service 24x7x365 for all staff delivered by qualified and experienced counsellors offering a wide range of support services for mental health issues, legal advice, financial	No real cost, simply change way in which food is presented and what is offered	Reduced sickness absence, reduced use of agency workers. Increased staff retention. Increased productivity. Increase compassion in care, improve clinical care provided. Improved motivation and sense of belonging to a team and the Trust.	N/A	N/A
positive mental health	improve and maintain positive mental health. Increase resilience, support staff who are off, enable return / early return to work	Combination	Health Assured	able to refer to Occupational Health where direct referral to physiotherapy can be made for fast track access. Specific classes on back care, individual assessment, treatment	Health Assured, as above		2016, September	2019, September
fast track physiotherapy for staff	provide physio advice and treatment early to prevent absence / sickness and improve staff health for the future	In-house	N/A	Occupational health nurse delivered service. Workplace assessments with advice and recommendations including onward referral	No specific budget, resourced from within department core service.		N/A	N/A
workplace ergonomics	reduce likelihood of MSK issues caused by poor ergonomics, increase understanding of good posture etc. prevent sickness absence.	In-house	N/A		No specific budget, resourced from within department core service.		N/A	N/A

2.

Name of software/systems/services (internal and external)	Description of services	In-house or outsourced?	Name of any third party (if applicable)	Description of services	Annual cost to organisation (£ - 15/16)	Contract start	Contract end
ESR	Central NHS System						

3. No

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