

Ref: FOI/GS/ID 5712

**Please reply to:**  
FOI Administrator  
Trust Management  
Maidstone Hospital  
Hermitage Lane  
Maidstone, Kent  
ME16 9QQ  
Email: mtw-tr.foiadmin@nhs.net

12 September 2019

## **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 Employee Health and Wellbeing programmes.

*You asked:*

- 1. What was the total cost of employee health and wellbeing programmes to the organisation in 18/19?*
- 2. Does the Organisation have a central online portal to access all information on employee health and wellbeing programmes/initiatives?*
- 3. Please fill in the below table for all employee health and wellbeing programmes offered by the organisation to provide staff with health and wellbeing benefits, reduce sickness absence and improve staff retention etc.*
  - 3a. Name of the programme*
  - 3b. Type of programme?*
  - 3c. What is the main priority/benefit area of the wellbeing programme listed above?*
  - 3d. Please provide the job title of the executive/lead sponsor of the listed wellbeing programme*
  - 3e. What was the annual cost to the organisation for providing the health and wellbeing programme in 18/19?*
    - i) In-house costs (internal administration)*
    - ii) External costs (license fees, third-party contract costs)*
  - 3f. Please provide detail of any costs to the employee to engage with the wellbeing programme?*
  - 3g. Has the organisation seen any return on investment (ROI) by using the health and wellbeing programme?*
  - 3h. Is the health and wellbeing programme provided/supported by a 3rd party provider?*
  - 3i. Please provide a description of services provided by the 3rd party provider, including details on where the programme is supported by an app/technology.*

3j. Please provide the contract start and end dates for the 3rd party provider

Trust response:

1. What was the total cost of employee health and wellbeing programmes to the organisation in 18/19?	See Q3e
2. Does the Organisation have a central online portal to access all information on employee health and wellbeing programmes/initiatives? For example, the organisation SharePoint. If so, please state what is available:	yes. Wellbeing advice and support, lifestyle changes and advice, gambling / addiction support and more, financial and legal support.

	Physical Wellbeing Programme (1)	Physical Wellbeing Programme (2)	Financial Wellbeing Programme (1)	Mental Health Wellbeing Programme (1)	Mental Health Wellbeing Programme (2)	Other/Additional Programmes
3a. Name of the programme	cycle to work scheme	Lunch time walking groups. Gym discounts	provided by EAP	provided by EAP	psychological trauma response and support for individuals and teams	Schwartz Rounds, Access to Work Mental Health Support at Work
3b. Type of programme? <i>For example, employee assistance programme (EAP) counselling, stress awareness, apps to support wellbeing and mental health, salary sacrifice, gym memberships etc.</i>	salary sacrifice	negotiated discounts at local gyms for Trust staff	app, web portal, telephone and on-line advice	web portal, app, telephone, on-line and face to face counselling	in house scheme to respond rapidly and provide mental health first aid and psychological support and monitoring	Emotional resilience and psychological support. Access to work scheme for individual mental health support at work.

3c. What is the <b>main priority/benefit area</b> of the wellbeing programme listed above? <i>For example, improve staff retention, reduce sickness absence, increase staff satisfaction</i>	Improve staff retention, reduce sickness absence, increase staff satisfaction	Improve staff retention, reduce sickness absence, increase staff satisfaction	Improve staff retention, reduce sickness absence, increase staff satisfaction	Improve staff retention, reduce sickness absence, increase staff satisfaction	Improve staff retention, reduce sickness absence, increase staff satisfaction	Improve staff retention, reduce sickness absence, increase staff satisfaction
3d. Please provide the <b>job title</b> of the executive/lead sponsor of the listed wellbeing programme	Director of Workforce	Director of Workforce	Director of Workforce	Director of Workforce	Director of Workforce	Director of Workforce
3e. What was the annual <b>cost to the organisation</b> for providing the health and wellbeing programme in 18/19? <i>Please split out any costs that are associated to a 3rd party provider as well as any costs for running a programme in-house</i>			c£30k for the whole package including mental health wellbeing programme 1)	c£30k for the whole package (including financial wellbeing programme 1)		
i) In-house costs (internal administration)	these are not calculated, recorded or equated / apportioned to any specific roles	these are not calculated, recorded or equated / apportioned to any specific roles	these are not calculated, recorded or equated / apportioned to any specific roles	these are not calculated, recorded or equated / apportioned to any specific roles	these are not calculated, recorded or equated / apportioned to any specific roles	these are not calculated, recorded or equated / apportioned to any specific roles
ii) External costs (license fees, third-party contract costs)	N/A	N/A			N/A	there is a license fee to run Schwartz Rounds at about £2k

3f. Please provide detail of any <b><u>costs to the employee</u></b> to engage with the wellbeing programme? i.e. a monthly/annual subscription fee to a service or a one off purchase	dependent upon the bike they purchase	depends on the gym and level of membership they choose	none	none	none	none
3g. Has the organisation seen any <b><u>return on investment (ROI)</u></b> by using the health and wellbeing programme? <i>For example, decrease in sickness absence rates, improved staff retention, any cost savings. If so, please list all ROI</i>	this is not calculated as there are so many factors to consider	this is not calculated as there are so many factors to consider	this is not calculated as there are so many factors to consider	this is not calculated as there are so many factors to consider	this is not calculated as there are so many factors to consider	this is not calculated as there are so many factors to consider
3h. Is the health and wellbeing programme provided/supported by a 3rd party provider? If so, please state the name of the 3rd party provider			Health Assured	Health Assured		
3i. Please provide a <b><u>description of services provided by the 3rd party provider</u></b> , including details on where the programme is supported by an app/technology.			as above	as above		
3j. Please provide the contract start and end dates for the 3rd party provider			1/9/19-31/8/20	1/9/19-31/8/20		