# HEALTH & WELLBEING STRATEGY 2019/20 – 2021/22

# REPORT OF THE CHIEF FIRE OFFICER

**For Information**

## 1. PURPOSE OF REPORT

1.1 To inform Members of the Authority's Health & Wellbeing Strategy 2019/20-2021/22.

## 2. RECOMMENDATIONS

2.1 Members are asked to note the Health & Wellbeing Strategy 2019/20 – 2021/22 at Appendix 1.

## 3. HEALTH & WELLBEING STRATEGY 2019/20 – 2021/22

3.1 Cleveland Fire Brigade is passionate about the health and wellbeing of its people and have for a long time committed resources to preventing people being absent from the workplace for health reasons. Previous strategies have focussed on robust sickness absence management and improved support for people with poor mental health which is a top cause of ill-health in the Fire and Rescue Service.

3.2 This strategy forms part of the Brigade's over-arching People Strategy 2018-2022 and the specific outcomes and objectives it seeks to achieve through the health and wellbeing strategy build on, and seek to improve, the existing arrangements, all of which are aimed at supporting our strategic outcome 'A healthy workforce'.

3.3 The revised Health and Wellbeing Strategy 2019/20 – 2021/22 (Appendix 1) builds on the excellent work and investments by the Brigade and has been developed through the members of our workforce and representative bodies that sit on our Health and Wellbeing Board. The Strategy:-

- focuses on the achievement of the Authority's strategic outcomes as set out in its Community Integrated Risk Management Plan 2018-22
- sets out the Brigade's approach to health and wellbeing
- further enhances our Health and Wellbeing Framework through the adoption of good practice, compliance with legislation, refreshment of policies and external assessments

- specifically concentrates on physical health and fitness, mental health and health promotion

- continues to reflect ACAS guidance in that managing health, work and wellbeing is the responsibility of both the employer and the employee - a philosophy based on self-help and individual responsibility

## 4. DELIVERING THE STRATEGY

4.1 The Director of Corporate Services will continue to provide a strategic focus to the area of employee health and wellbeing and will work with the Brigade's cross service Employee Health and Wellbeing Board (including representative bodies) to maintain the Brigade's employee health and wellbeing arrangements.

4.2 The Director of Corporate Services will also cross work to deliver the future improvements identified within this strategy as set out in the Improvement Plan and identify and request the medium term resource requirements as necessary to ELT once the outcomes from the improvement actions associated with this strategy are known.

4.3 Equality impact assessments will be undertaken against each completed improvement action as appropriate in line with the Brigade's procedure.

4.4 The Director of Corporate Services will undertake a review of this strategy to ensure it is driving improvement and that it is taking account of any new or emerging economic or environmental factors in March 2022.

**IAN HAYTON**
**CHIEF FIRE OFFICER**

**KAREN WINTER**
**DIRECTOR OF CORPORATE SERVICES**