

PRESENT: Councillor Evans (Chair)

Councillors: Metcalfe, Cook, Porritt, Press, M Swift and Taylor

SUBSTITUTES PRESENT

Councillor Tremayne (Substitute for Councillor Sutherland)

52 SUBSTITUTES NOMINATED FOR THIS MEETING AND APOLOGIES FOR ABSENCE

Apologies of absence were received from Councillors Robinson and Sutherland.

(The meeting closed at 19:35)

53 MINUTES OF THE MEETING HELD ON 23RD FEBRUARY 2022 TO BE AGREED AS A CORRECT RECORD AND SIGNED BY THE CHAIR.

RESOLVED that the minutes of the Strategy and Performance Scrutiny Board meeting held on 23rd February 2022, be approved as a correct record, and signed by the Chair.

54 STAFF WELLBEING AND RESILIENCE, AND ORGANISATIONAL DEVELOPMENT UPDATE

The Health Improvement Specialist submitted a report that provided an update on Staff Wellbeing and Resilience, and Organisational Development. Following a report presented to the Strategy and Performance Board in June 2021 Members requested the findings from the staff wellbeing/resilience survey which had been jointly undertaken by Human Resources and Organisational Development (HR/OD) and Public Health.

Overall council employees remained physically and mentally resilient over the pandemic, with most measures including happiness, life satisfaction, anxiety and loneliness showed improvement compared to the previous survey in 2020. In response a Calderdale Employee Resilience and Wellbeing Action Plan had been developed to address and respond to the findings of the survey, in collaboration with key employee networks and strategic groups.

The report provided information on how the service had responded to Covid-19 and the implementation of ways of working to reduce the risk of Covid-19 transmission which led to significant changes in Calderdale Council employee roles and ways of working. Covid-19 had accelerated previously planned changes to service delivery and ways of working, which included the use of digital technology, home working, review of office accommodation and working practices that contributed to the delivery of our carbon reduction commitment.

Calderdale Council was committed to engaging employees in the recovery of Council services and functions, and to support this, the Employee Wellbeing Board agreed that a second short Employee Resilience Survey would be undertaken to ensure that

employee views informed the organisation's recovery from Covid-19. Contributions and oversight of the survey were provided by the Health and Wellbeing Board, Employee Reference Group and People, Assets and Systems Strategy group.

The survey contained the same validated wellbeing questions asked in the first survey undertaken in May 2020. These included questions to ascertain current physical and mental health status, employee happiness, satisfaction, anxiety and loneliness. Additional questions were added, to understand employees' work circumstances, their resilience at home and what employees would want to build on for the future.

A total of 759 responses were received over a two-week period. This is an excellent response in comparison to the previous Covid-19 Employee Wellbeing Survey which received 468 responses. A report summarising the survey findings was included in the report at Appendix 1. A plan setting out action to respond to key findings of the survey had been produced in collaboration with employee networks and with input from the People, Assets, Systems group. This was included in the report at Appendix 2.

During discussions Members commented on the following issues:

- What was the return rate on the survey and how had the survey been advertised? In response, Officers advised that there had been a good return on the number of surveys completed and explained that the survey had been advertised on the Council's Internal ecall messaging board.
- Had the survey been targeted towards certain groups such as people living alone? In response, Officers advised that the survey was not targeted towards any one group and the only data collected was via the answers. Discussions had taken place to undertake snap surveys on specific issues to understand these further.
- With disparities in coping with wellbeing during the pandemic and the survey being anonymous was there a way of maintaining anonymity but getting more granular data? In response, Officers advised they would like analysis of full-time and part-time breakdown as concerns were raised around workloads and how these could impact part-time workers due to time constraints.
- In regard to customer relations how did the survey reach people who worked offline? In response, Officers advised the Neighbourhoods Team had spoken to those working offline and the data had been fed back.
- What work was being done in regard to the findings of the survey? In response, Officers advised findings had influenced ongoing work for staff to speak with managers about health and feelings towards returning to office and hybrid working.
- What actions were being taken to encourage physical health? In response, Officers advised that afternoon walks had taken place across the borough and

that running groups were recommencing. Advice and information had been distributed through the Council's internal ecall messaging board.

IT WAS AGREED that the report be noted.

55

2021 ANNUAL HEALTH AND SAFETY REPORT

The Health and Safety Adviser presented a written report on behalf of the Chief Executive that provided information the 2021 Annual Health and Safety Report. The report provided information to assure Members that Health and Safety had been effectively managed in the Council and all areas of Health and Safety management and performance had been scrutinised. It was agreed at Cabinet that a supplementary detailed report be provided to the Strategy and Performance Scrutiny Board.

A supplementary report detailed the Health and Safety performance for 2020-21 and included all statistical information to support what the Corporate Health and Safety team had delivered in that period. The key points were as followed:

- It was noted that the ongoing Covid-19 pandemic had a significant impact on the accident statistics during that period, particularly public accidents, in which the service had seen a significant reduction due to the public not using services and facilities as a result of the national lockdown.
- A significant reduction in pupil accidents, schools were operating at limited occupancy for a significant period of time with only keyworker children permitted into schools.
- The total number of employee accidents during the period had reduced. This was attributed to a large percentage of the workforce working from home, and other services that continued to operate, changing the way they delivered their service in light of the pandemic.
- Reportable accidents to the Health and Safety Executive (HSE) had stayed the same over the last reported period.
- The Health and Safety team reported several cases of Covid-19 to the HSE under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR 2013) where it was believed that a workplace transmission had occurred.
- In relation to employee Covid-19 cases, 147 individual cases were reported in the last financial year which accounted for approximately 5% of the Council's Full Time Employees (FTE) workforce. It was the opinion of the Health and Safety Manager that the numbers were relatively low when considering the scale of the pandemic and the impacts on society.

During discussions Members commented on the following issues:

- Had the number of schools using the Council's Health and Safety services fallen and if so, was the reason known? In response, Officers advised only a

handful of schools had not signed up to the Council's Health and Safety services with the percentage under contract very high.

- Rather than percentages were the actual number of fatalities within the workplace across the UK known? In response, Officers advised pre-pandemic the rate was 130 approximately going up to 160 during 2020-2021. The figures did not include Covid-19 deaths as they were work related accidents only.
- Did Council figures include contracted out work or just Council employees? In response, Officers advised the figures included Council employees only, however the figures would include if a contractor of the Council had injured a member of the public.
- What Health and Safety advice and help had been given to those working from home? In response, Officers advised The Safer Workplaces Team had been ensuring workers were appropriately set up at home.
- Did the Council have to report itself for Covid-19 breaches? In response, Officers advised that it did under the RIDDOR legislation where reasonable evidence had been collected to suggest workplace transmission may have occurred and could not be ruled out. 17 cases had been reported. The HSE had investigated some of these reported cases and found no fault attributed to the Council commending our arrangements on all occasions.

IT WAS AGREED that the report be noted.

56

WORK PROGRAMME 2021/22

The Assistant Scrutiny Officer submitted a written report which gave Members an opportunity to discuss potential items to be included in the work programme and suggestions were welcomed.

IT WAS AGREED that the work programme be approved.

57

ACKNOWLEDGEMENTS

The Chair advised this was the last Strategy and Performance Scrutiny Board meeting for Councillors Metcalfe and Press who would not be standing for re-election and thanked them for their help and service over the years to this Board and Council.

IT WAS AGREED that the Strategy and Performance Scrutiny Board thanked Councillors Metcalfe and Press.