



**NOTTINGHAMSHIRE**  
**Fire & Rescue Service**  
*Creating Safer Communities*

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority  
Human Resources Committee

# **THE NOTTINGHAM AND NOTTINGHAMSHIRE WELLBEING AT WORK: WORKPLACE HEALTH AWARD SCHEME**

Report of the Chief Fire Officer

**Date:** 16 October 2015

**Purpose of Report:**

To inform Members of Nottinghamshire Fire and Rescue Service's recent achievement of the bronze level of the Nottingham and Nottinghamshire Wellbeing at Work Award Scheme.

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## 1. BACKGROUND

- 1.1 The Wellbeing at Work Award Scheme, which is run by Nottinghamshire County Council, aims to provide small, medium and large sized organisations with the opportunity to promote and enable better health and well-being in the workplace. The scheme is open to all organisations, regardless of industry (or sector). It comprises of five attainment levels across five themed areas, with a tiered approach as follows:

Award Level	Intervention Tiers
Bronze	Health promotion and information
Silver	Health development
Gold	Enabling and increasing access to local well-being services
Platinum	Policy changes and culture changes
Maintenance	Demonstrate continuous commitment to improve and development of health and well-being in the workplace.

- 1.2 The five key themes are as follows:

- Substance use/misuse: smoking, alcohol and drugs/substances;
- Emotional mental wellbeing: stress, anxiety and depression, spiritual and emotional wellbeing;
- Healthy weight: healthy eating, physical activity, sport and weight management;
- Protecting health: cancer, sexual health, health checks, domestic abuse and immunisations;
- Safety a work: health and safety in the workplace.

## 2. REPORT

- 2.1 As part of its commitment to enhancing the health, fitness and well-being of its workforce, Nottinghamshire Fire and Rescue Service (NFRS) signed up to the scheme in April 2014 and undertook a healthy lifestyle questionnaire which all employees were asked to complete to establish a benchmark against which progress could be tracked. This will be repeated again later on in the scheme.

- 2.2 Throughout the year a portfolio of evidence showing the activities undertaken to promote the health and wellbeing agenda was compiled to achieve the first level – Bronze Award – which was submitted in June 2015.
- 2.3 Another part of the criteria involved recruiting employees to train as Royal Society for Health (RSPH) qualified health champions, and on a voluntary basis to provide advice and signpost colleagues to sources of support. Currently the Service has seven fully qualified health champions and 12 employees are awaiting training.
- 2.4 To fulfil the criteria, the Occupational Health and Fitness Department undertook a series of health promotions which included:
- MacMillan Coffee Morning and Know Your Numbers Day (health checks at Fire Service Headquarters);
  - Stoptober;
  - Alcohol Awareness Christmas Campaign;
  - Dry January;
  - National Salt Awareness Week;
  - Mental Health Awareness Week (which included a resilience workshop taster session);
  - On Your Feet Britain;
  - Workout Wednesdays;
  - Pedometer Challenge Competition;
  - Men's Health Week;
  - Cervical Cancer Awareness Week;
  - Bowel Cancer Awareness;
  - The Twelve Days of Christmas.
- 2.5 In addition to the campaigns, the Occupational Health and Fitness Department updated their Intranet page which included items such as healthy holidays and travel advice, sexual health, credit unions, violence and domestic abuse, and cancer information.
- 2.6 The majority of materials used were obtained free of charge from national health organisations or developed in-house. In particular, the British Heart Foundation provided a vast array of publicity and support.
- 2.7 NFRS has been notified of its success in gaining the Bronze Award and the Chief Fire Officer will be presented with the award on 27 October 2015. The Service is very proud of this award, which recognises the effort and commitment of the Occupational Health Team, particularly the work undertaken by the Occupational Health Support Officer, and the support provided by the Fire Authority to maintain employee health and fitness.
- 2.8 Work will now be undertaken to work towards the Silver Award.

### **3. FINANCIAL IMPLICATIONS**

The majority of the materials used by the Occupational Health Team were obtained free of charge from national health organisations and charities. In addition, the Occupational Health and Fitness Department holds a small budget for health promotion activities which was utilised for those items that were not free at source. Prizes for the pedometer challenge were donated from local businesses.

### **4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS**

NFRS has a strong commitment to maintain and enhance the health, fitness and well-being of its employees. This award demonstrates this commitment in practice and reflects the work being undertaken to prevent ill-health and promote healthy lifestyles. Over time this should lead to a reduction in sickness absence and a healthier workforce.

### **5. EQUALITIES IMPLICATIONS**

An equality impact assessment has not been undertaken as there are no policy or service delivery implications.

### **6. CRIME AND DISORDER IMPLICATIONS**

There are no crime and disorder implications arising from this report.

### **7. LEGAL IMPLICATIONS**

There are no legal implications arising from this report.

### **8. RISK MANAGEMENT IMPLICATIONS**

There are no risk management implications arising from this report. However it should be noted that a preventative approach to health and wellbeing should result in fewer absences from work and improve employee morale.

### **9. RECOMMENDATIONS**

That Members note the achievement of the Workplace Health Bronze Award and recognise the work undertaken by the Occupational Health Team to promote employee wellbeing.

**10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)**

None.

John Buckley  
**CHIEF FIRE OFFICER**