

FOI 1510 - Attachment 1

Question	Answer
1. What was the total cost of employee health and wellbeing programmes to the organisation in 18/19?	Hywel Dda Universtiy Health Boards (UHB) total cost of employee health and wellbeing programmes for the financvial year 2018/19 is £144,289.68.
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:	The UHB does have a central online portal to access information on employee health and wellbeing programmes/initiatives. Information about the range of health and wellbeing services is available on the intranet home page under the "Working for us" page and accessing the "Health & Wellbeing" information pages.

3. Please fill in the below table for all employee health and wellbeing proramms offered by the organisation to provide staff with health and wellbeing benefits, reduce sickness absence and improve staff retention etc. We have split the table to understand these programmes dependent on how they support the employees - whether it be their physcial wellbeing, financial wellbeing, mental health or other.

Definitions:

Physical wellbeing: Lifestyle behaviour choices to ensure health and avoid preventable diseases and conditions.

Financial wellbeing: Being able to absorb financial shock, having the freedom to make financial choices, being able to save, access to resources and financial guidance and advice

Mental health wellbeing: A positive mental state, supporting confidence, self esteem and productive behaviour

	Physical Wellbeing Programme (1)	Mental Health Wellbeing Programme (1)	Mental Health Wellbeing Programme (2)	Other/Additional Programmes
3a. Name of the programme		The UHBs programme is the Staff Psychological Wellbeing Service (SPWBS).		
3b. Type of programme? For example, employee assistance programme (EAP) counselling, stress awareness, apps to support wellbeing and mental health, salary sacrifice, gym memberships etc.		The programme is an internally provided service aimed at promoting psychological resilience and wellbeing for individuals, teams, leaders and for the organisation as a whole. Includes preventative and proactive work as well as team interventions and one to one support and counselling.		
3c. What is the main priority/benefit area of the wellbeing programme listed above? For example, improve staff retention, reduce sickness absence, increase staff satisfaction		The UHBs main priority/benefit areas are to build a culture of wellbeing and resilience: promoting and building resilience and emotional health and psychological wellbeing and through this to improve staff experience, increase staff morale and reduce sickness absence.		
3d. Please provide the job title of the executive/lead sponsor of the listed wellbeing programme		The Head of the SPWBS for the wellbeing programme is a Consultant Clinical Psychologist, reporting to the Director of Workforce and Organisational Development (W&OD).		
3e. What was the annual cost to the organisation for providing the health and wellbeing programme in 18/19? Please split out any costs that are associated to a 3rd party provider as well as any costs for running a programme in-house		£144,289.58		
i) In-house costs (internal administration)		£144,289.58		
ii) External costs (license fees, third-party contract costs)		Not applicable		
3f. Please provide detail of any costs to the employee to engage with the wellbeing programme? i.e. a monthly/annual subscription fee to a service or a one off purchase		The SPWBS is provided free to all UHB employees.		
3g. Has the organisation seen any return on investment (ROI) by using the health and wellbeing programme? For example, decrease in sickness absence rates, improved staff retention, any cost savings. If so, please list all ROI		As a result of the SPWBS, the UHB is seeing that staff are returning to work sooner. With this support staff are also remaining in work in circumstances where they would otherwise have been off work. Sickness rates are lower in the UHB than all other Health Boards in Wales although sickness related to stress/anxiety etc is still increasing.		
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		The SPWBS is not provided or supported by a third party. The programme is provided by the UHB internally.		
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.		Not applicable		
3j. Please provide the contract start and end dates for the 3rd party provider		Not applicable		