

Reference:	FOI.1510.19
Subject:	Employee health and wellbeing
Date of Request:	5 September 2019

Requested

I am writing to make a request under the Freedom of Information act. Please find attached a request for information regarding your organisations use of Employee Health and Well-being Programmes.

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? For example, the organisation SharePoint. If so, please state what is available.
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.

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.

3a. Name of programme.

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.

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.

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? 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. 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? i.e. a monthly/annual subscription fee to a service or a one off purchase.

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.

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.

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.

Response:

Hywel Dda University Health Board (UHB) has provided a response as requested, within the table provided (Attachment 1).