

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	COMMUNITY SAFETY AND PROTECTION COMMITTEE		
DATE:	30 JANUARY 2025	REPORT NO:	CFO/81/24
PRESENTING OFFICER	CHIEF FIRE OFFICER, PHIL GARRIGAN		
RESPONSIBLE OFFICER:	NICK MERNOCK	REPORT AUTHOR:	KELLY PATTERSON
OFFICERS CONSULTED:	MIKE PILKINGTON, AMANDA CROSS, MIKE TOBIN, PAUL SMYTHE, ROB EEDLE, VICKY CAMPBELL AND STRATEGIC LEADERSHIP TEAM		
TITLE OF REPORT:	WORKPLACE WELLBEING CHARTER RESULTS		

APPENDICES:	APPENDIX A	WORKPLACE WELLBEING CHARTER ACCREDITATION REPORT 2024
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Purpose of Report

1. To update Members on the positive outcome following the Authority's application for accreditation via the Workplace Wellbeing Charter.

Recommendation

2. It is recommended that Members:
 - a) note the incredibly positive outcomes following the Authority's application for accreditation via the Workplace Wellbeing Charter; and
 - b) note that Officers will now review and address the very small number of additional recommendations contained within the report.

Introduction and Background

3. Health at Work is a nationally recognised consultancy service, established to help organisations to build healthy and safe workplaces. Amongst their range of services, to support organisations to demonstrate health and wellbeing, they administer and oversee the Workplace Wellbeing Charter.
4. The Workplace Wellbeing Charter is a nationally recognised accreditation that both validates and certifies an organisation's dedication to employee wellbeing.
5. Devised in partnership with Public Health England and launched nationally in 2014, the Workplace Wellbeing Charter supports thousands of large and small organisations in the UK public and private sector alike, helping them to demonstrate their commitment to employee wellbeing.

6. To receive the accreditation, an audit and assessment of the Authority has been conducted by a dedicated Health at Work Consultant. The accreditation comprised of three stages:

Stage 1: A review of evidence was carried out which involved the gathering and scrutiny of 541 individual pieces of evidence submitted by Officers.

Stage 2: An organisational wellbeing assessment was undertaken, and a range of performance indicators were submitted as supporting evidence. The performance indicators were reviewed by the assigned consultant and were validated as a comprehensive analysis fulfilling the necessary criteria for a representative sample of the accreditation.

Stage 3: Merseyside Fire and Rescue Service ('the Service') provided digital evidence to support all of the standards. During the inspection period, observations were recorded regarding health and safety, organisational culture, staff welfare facilities, and how employees perceive their support in respect of their own wellbeing in the workplace.

7. The Service was assessed and marked against a total of eight individual standards (as outlined below). The award levels are determined after evaluation of the submitted evidence, in consultation with the Health and Wellbeing Manager. Each standard received the rating of either '*Commitment*' (partially met all criteria), '*Achievement*' (nearly met all criteria) or '*Excellence*' (fully met all criteria).

- I. Leadership
- II. Absence Management
- III. Health and Safety
- IV. Mental Health
- V. Intoxicants
- VI. Physical Health
- VII. Environment and Sustainability
- VIII. Inclusion and Culture

8. The Service were awarded the following results:

1	Leadership	Excellence
2	Absence Management	Excellence
3	Health and Safety	Excellence
4	Mental Health	Excellence
5	Intoxicants	Achievement
6	Physical Health	Excellence
7	Environment and Sustainability	Commitment

8	Inclusion and Culture	Excellence
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9. It should be noted that the Charter does not provide a single accreditation rating and each individual standard is to support internal benchmarking.
10. In being awarded the Workplace Wellbeing Charter accreditation for 2024 the Authority's commitment to Health and Wellbeing has been substantiated. The report's findings recognise how the Service discharges Health and Wellbeing initiatives and how this is actively led through the involvement of stakeholders at every level of the Organisation.
11. The Workplace Wellbeing Charter would be due for reaccreditation in 2026 and officers will continue to prioritise the health and wellbeing of all of our staff.
12. Health at Work have offered detailed recommendations against each of the eight standards in respect of positive practice and where the Service might look to improve. These recommendations are contained in the full report; each will be reviewed and actioned to ensure continued improvement prior to inspection and reaccreditation in 2026.

Equality and Diversity Implications

13. The Workplace Wellbeing Charter accreditation and review assesses culture and inclusion as one of the eight standards. Equality Impact Assessments were shared with the team to demonstrate our methodology in ensuring a fair, inclusive, and diverse approach to our health and wellbeing initiatives.
14. The team were complimentary in respect of how we consider our equality and diversity, and no areas of concern were noted at either the assessment stages or in the subsequent results report.

Staff Implications

15. The objective of the Health and Wellbeing Team is to ensure that all employees have easily accessible services and support which promote and facilitate the highest possible standards in terms of health and fitness, both physical and mental. The Workplace Wellbeing Charter evaluates and assesses that these objectives are being met.

Legal Implications

16. The Authority has a clear legal duty to discharge its Health, Safety and Welfare duty under the Health and Safety at work (etc.) Act 1974 and sections of the Management of Health and Safety at Work regulations 1995 (as amended 1999). Elements of this legislation now extend to the wellbeing of employees. The award of the accreditation further assures the Service that it's duties under this legislation are met.

Financial Implications & Value for Money

17. The Workplace Wellbeing Charter accreditation process did incur a cost of £5,250, which is primarily related to the work of the consultant completing the assessment and reviewing the evidence. Costs for the process were contained within existing Health & Wellbeing budget lines.
18. However, the validation of existing arrangements and suggestions for further improvements can support organisational efficiency and direct savings associated with having a healthy and productive workforce with fewer accidents and injuries, lower sickness absences, lower staff turnover, alongside positive morale, and staff engagement.
19. Future evaluation in respect of cost savings against the delivery of the Health and Wellbeing services offered by the Service, will be considered as part of delivery of the People Plan 2024-27 and the associated actions under the theme 'Promote a holistic approach to Health and Wellbeing'.

Risk Management and Health & Implications

20. An independent external provider assessing and auditing the wellbeing culture and initiatives supports the Authority in understanding any gaps highlights best practice. Recommendations offered within the report allow the Authority to build on and improve the current work undertaken to create a healthier workforce.

Environmental Implications

21. The Workplace Wellbeing Charter review assesses Environment and Sustainability as one of the eight standards. Recommendations are contained within the report as to how the Service can continue to build on a positive culture in consideration of environmental sustainability.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, here to protect, here to keep you safe.*

22. The Workplace Wellbeing Charter Accreditation underpins all that we do in the Service. By confirming that the services we deliver for our people are robust and well thought out, we are also confirming that we are providing the best people to deliver the best possible service – to the communities of Merseyside.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS
