# Health & Wellbeing Overview

The BBC Peer Review action plan contains the following recommendation/action:

***Boston Borough Council should agree an action plan to address organisational health performance figures.***

## BASELINE POSITION

### Boston Borough Council Sickness Absence Data

The workforce Report (Q2) showed a decrease in sickness absence in comparison to Q1 24/25 and a decrease in comparison to Q2 of 2023/24. Long terms sickness makes up 72.9% of the total sickness absence. This is in line with the national picture for absence.

Mental ill health equated to 29.6% of all absence in quarter two. 27.9% of that is recorded as non-work related mental ill health.

Muscular Pain (15.6%) and post-operative recovery (13.5%) made up 29.1% of total absence during Q2.

The total cost of lost productivity through sickness absence has decreased by 14.4% since Q1 2024/25 and decreased by 14.2% compared to Q2 2023/24.

### Boston Borough Council – Staff Poll Data

Four questions are regularly posed to all employees as a litmus test for employee wellbeing. The questions posed are:

1. Do you feel informed about the South & East Lincolnshire Councils Partnership and what decisions are being made?
2. Do you feel the South & East Lincolnshire Councils Partnership recognises and supports positive mental health in the workplace?
3. Do you feel valued at work?
4. Do you feel there are opportunities within the South & East Lincolnshire Councils Partnership for you to learn and develop your skills and expertise?

Below are the percentage responses specifically for Boston Borough employees. Comparisons to Q4 in 23/24 show responses have either stayed the same or increased across all four questions.

| PI Question | Q4 23/24 | Q2 24/25 | Commentary |
|---|---|---|---|
| Percentage of BBC workforce who said 'Yes' when asked if they felt valued at work? | 69% | 76% | The BBC only response has increased by 7% in comparison to Q4 23/24. |
| Percentage of the BBC workforce who said 'yes' they feel there are opportunities in the Partnership to learn and develop their skills and expertise | 76% | 76% | The percentage value for BBC only for this indicator is 76%. The BBC only response has remained the same. |
| Percentage of the BBC workforce who said 'yes' they feel the Partnership recognises and supports positive mental health in the workplace | 69% | 70% | The percentage value for BBC only for this indicator is 70%. The BBC only response has slightly increased (1%) in comparison to Q4 23/24. |
| Percentage of the BBC workforce who feel informed about the Partnership and what decisions it is making | 50% | 56% | This staff poll question provides three response options; Yes, No or Sometimes. The percentage value for BBC only for this indicator is 56% (increases to 95% when Yes and Sometimes responses are combined). The BBC only response has increased by 6% in comparison to Q4 23/24. |

## INTERVENTIONS

The Council has several initiatives aimed at promoting the health and wellbeing of its employees. A summary of some of the interventions available to all employees are outlined below:

1. Employee Assistance Programme (EAP): This service offers free confidential counselling and support services to help employees manage personal and work-related issues. This service can be access by phone or website.
2. Maximus – Access to Work Mental Health Support Service: This service provides confidential, personalised support to help people with mental health symptoms stay in or return to work. This service is funded by the DWP.
3. Mental Health First Aiders: we have a number of trained officers across the Partnership who are trained to assist with accessing and sign post to Mental Health support.
4. Mental Health Intervention Reporting: PSPS monitor mental health absences daily with mental health intervention reporting and provide guidance to managers on how to manage mental health absence from day 1.
5. Mental Health Support Package: A Mental Health support package to aid managers to support employees who are experiencing poor mental health has also been developed as well as the introduction of providing employees with face-to-face access to a mental health therapist.
6. Mental Health Support material: Resources to support mental health management can be found on the employee intranet. To continue providing enhanced support to employees regarding their mental health, promotional posters have been put up across all sites, including those for the manual workforce to promote the mental health services available to employees to manage their mental health at work.
7. Physical Interventions: With a view to assisting employees with recovery for personal injuries and certain types of post operative recovery, options are currently being reviewed for the business case of paid physiotherapy, where applicable and recommended, to expedite recovery and return to work.
8. Menopause Support Group: a virtual group to help employees feel supported as they navigate their menopause journey.
9. Flexible Working Arrangements: To help employees balance work and personal life, the councils offer flexible working hours and remote working options.
10. Health and Wellbeing Activities: Regular activities such as fitness classes, wellness challenges, and health screenings are organised to encourage a healthy lifestyle.
11. Training and Development: Opportunities for professional development and training are provided to help employees grow and feel valued in their roles.
12. Sickness Absence Return to Work (RTWs): monitoring of completion, consistency and quality of RTWs as part of managing absence.
13. Monthly/Quarterly Sickness Data: comprehensive data is regularly provided to Assistant Directors for oversight of sickness absence across their teams.
14. Serious Incident Support Package: a wrap around support package to assist managers to support their employees following a serious incident at work.
15. Employee Benefits: Pluxee Employee Benefits, Cycle to Work Scheme, Flu Vouchers, Eye Care Vouchers, Discounted Gym Membership, Salary Sacrifice Car Scheme, Holiday Purchase Scheme, Local Government Pension Scheme, Shelf Care Book Club.

These initiatives demonstrate the Council – and wider Partnership's - commitment to creating a supportive and healthy work environment for its employees. Over time, this suite of interventions – we expect to have a positive impact on workplace health and wellbeing.

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