

Question	Answer
1. What was the total cost of employee health and wellbeing programmes to the organisation in 18/19?	£269,000.00
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:	Yes - intranet pages dedicated to employee wellbeing

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. We have split the table to understand these programmes dependent on how they support the employees - whether it be their physical 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)	Financial Wellbeing Programme (1)	Mental Health Wellbeing Programme (1)	Mental Health Wellbeing Programme (2)
3a. Name of the programme	Managing physical health at work	None	Managing your Wellbeing	Mindful & meaningful Living
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.	1 hour workshop	N/A	5 week course (2.5hrs weekly)	5 week course
3c. What is the <b>main priority/benefit area</b> of the wellbeing programme listed above? For example, improve staff retention, reduce sickness absence, increase staff satisfaction	early intervention/prevention	N/A	self-management for mental health	self-management for mental health
3d. Please provide the <b>job title</b> of the executive/lead sponsor of the listed wellbeing programme	Exec Director of WF&OD	N/A	Exec Director of WF&OD	Exec Director of WF&OD
3e. What was the annual <b>cost to the organisation</b> 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	Not available as provided by in-house Well Being team	N/A	Not available as provided by in-house WB team	Not available as provided by in-house WB team
i) In-house costs (internal administration)	Not available as provided by in-house Well Being team	N/A	Not available as provided by in-house WB team	Not available as provided by in-house WB team
ii) External costs (license fees, third-party contract costs)	Not available as provided by in-house Well Being team	N/A	Not available as provided by in-house WB team	Not available as provided by in-house WB team
3f. Please provide detail of any <b>costs to the employee</b> to engage with the wellbeing programme? i.e. a monthly/annual subscription fee to a service or a one off purchase	None	N/A	None	None
3g. Has the organisation seen any <b>return on investment (ROI)</b> 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	Analysis being undertaken but not yet complete	N/A	Analysis being undertaken but not yet complete	Analysis being undertaken but not yet complete
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	No	N/A	No	No
3i. Please provide a <b>description of services provided by the 3rd party provider</b> , including details on where the programme is supported by an app/technology.	N/A	N/A	N/A	N/A
3j. Please provide the contract start and end dates for the 3rd party provider	N/A	N/A	N/A	N/A





