

Question	Answer
1. What was the total cost of employee health and wellbeing programmes to the organisation in 18/19?	£103,792.00
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:	Dedicated workplace wellbeing section on the Trust intranet

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)	Physical Wellbeing Programme (2)	Financial Wellbeing Programme (1)	Financial Wellbeing Programme (2)	Mental Health Wellbeing Programme (1)	Mental Health Wellbeing Programme (2)	Other/Additional Programmes
3a. Name of the programme	Cycle Scheme	Physio Direct	N/A	N/A	Counselling	Stress Awareness Workshop	Workplace Wellbeing Advocates
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.	Salary Sacrifice	Occupational Health	N/A	N/A	Occupational Health	Information session to colleagues	Internal network of colleagues advocating wellbeing initiatives in local area
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	Active travel strategy	Early Intervention Reduce sickness absence	N/A	N/A	Early Intervention Reduce sickness absence	Improve staff awareness of stress triggers, symptoms, and ways to prevent development. Also to promote awareness and reduce stigma.	Raise awareness and engagement of Trust, local and national wellbeing resources and campaigns. A line manager workshop focuses on supporting wellbeing within teams; raising awareness and promoting conversations and appropriate signposting.
3d. Please provide the job title of the executive/lead sponsor of the listed wellbeing programme	Operations Manager	Business Partner	N/A	N/A	Business Partner	Psychological Wellbeing Lead	Workplace Wellbeing Lead
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	£0 cost as the scheme is a salary sacrifice scheme	£39,723	N/A	N/A	£64,069	£0 additional cost as delivered in-house	£0
i) In-house costs (internal administration)	not calculated in 2018-2019	£39,723	N/A	N/A	£64,069	£0	Not measured
ii) External costs (license fees, third-party contract costs)	N/A	£0	N/A	N/A	£0	£0	N/A
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	Salary Sacrifice costs dependant on the cost to obtain the bike	N/A	N/A	N/A	N/A	£0	N/A
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	Not measured	50% of staff accessing PD require no further intervention	N/A	N/A	80% of staff accessing counselling remain in work	Data being collected since launch of workshops. Evaluation pending.	Unable to directly correlate role to improved attendance, productivity, etc
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	Cycle 2 Work	Avon Partnership Occupational Health Service	N/A	N/A	Avon Partnership Occupational Health Service	N/A	N/A
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.	on line portal discounts to staff on servicing and other equipment	N/A	N/A	N/A	N/A	N/A	N/A
3j. Please provide the contract start and end dates for the 3rd party provider	August 2019-September 2020	Ongoing	N/A	N/A	Ongoing	N/A	June 2018 - ongoing

