Report on	MUDC Health & Wellbeing Strategy
Date of Meeting	3 July 2025
Reporting Officer	Geraldine Dyson, Head of HR
Contact Officer	Tanya Gwynne, People & Performance Officer

Is this report restricted for confidential business?	Yes	
If 'Yes', confirm below the exempt information category relied upon	No	x

1.0	**Purpose of Report**
	To inform Members of the new Health & Wellbeing Strategy which has been developed by Human Resources
2.0	**Background**
2.1	The development of a Health and Wellbeing Strategy is essential for several reasons: 1. Increased productivity – if successfully tailored to the needs of an Organisation, an effective strategy and action plan can help reduce sickness absenteeism and presenteeism as healthier employees are generally more engaged and productive. 2. Comprehensive Approach – it allows for a holistic approach to wellbeing considering support required for physical, mental, social and financial wellbeing. 3. Increased staff satisfaction and engagement – when staff health and wellbeing is made a priority, it can have a positive impact on the Organisation culture which can in turn reduce staff turnover, recruitment costs as well as help attract the best talent to ensure future growth. 4. Enhance Employee Health – services such as employee health checks and awareness campaigns can help staff both identify and prevent some health conditions. 5. Long-term sustainability – an effective strategy can help foster a resilient workforce capable of adapting to change and challenges. 6. Legal & ethical responsibility – employers have a duty to provide a safe and healthy work environment. A strategy demonstrates commitment to this responsibility and can help mitigate legal risks.

3.0	**Main Report**
3.1	This Strategy has been developed to provide a joined-up approach to support employee health and well-being, and as an initiative to deliver on the objectives and measures of Theme 3.1 of the Council's Corporate Plan 2024-2028" Increase staff engagement and wellbeing by 2028". The Strategy is based on the outcomes of a series of workshops attended by the HR team, and based on recommendations of an independent facilitator, to ultimately support the Council to deliver on the below aims and objectives. The Strategy has 8 key inter-linked aims as summarised below, • Improving Employee Health and Well-being • Supporting a culture of employee well-being • Developing a safe and health work environment for employees • Developing employee support resources and signposting employees to accessible local health initiatives. • Enhancing engagement and communication with staff on health and well-being • Promoting healthy lifestyle choices to support employee health and well-being • Enhancing employee job satisfaction and engagement • Reducing the high level of mental health related absences An action plan of events/initiatives is currently being finalised to satisfy and support the aims of the strategy; this plan will be reviewed each year to ensure it is still effectively meeting the health and wellbeing needs of our staff as well as overall needs of the organisation.
4.0	**Other Considerations**
4.1	**Financial, Human Resources & Risk Implications**
	Financial: N/A
	Human: This new strategy needs to be launched and communicated to all staff, with Tanya Gwynne, People & Performance Officer, HR&OD Directorate, responsible for same. The Health & Wellbeing Working Group will be involved in the development, co-ordination and implementation of the yearly action plan, supported by the HR&OD Directorate team. Continuous monitoring and reviewing of the impact of the Strategy will be important to ensure it demonstrates positive results for the organisation.
	Risk Management:
4.2	**Screening & Impact Assessments**

	Equality & Good Relations Implications:
	Rural Needs Implications:
5.0	**Recommendation(s)**
5.1	N/A
6.0	**Documents Attached & References**
	Health & Wellbeing Strategy