

CP09 – Staff Health & Wellbeing

The new mitigation was to involve staff in developing behaviour competencies to support delivery of Council values. During 2018, staff took part in workshops to help us derive a set of behavioural competencies that link to our corporate values of Respected, Communicative, Conscientious and Purposeful. A new Competency Framework has been created in 2019 as a result of these workshops and is currently being rolled out to managers and staff. This framework will underpin recruitment, induction, staff training, appraisals and manager development. It will support the health and wellbeing of staff through the development of shared behaviours that create a fair, open and respectful working environment, where managers are skilled in supporting their teams and creating a healthy culture.

During January and February 2019, the Managing Director held a series of staff drop-in sessions and staff briefings which allowed colleagues the opportunity to ask questions about the strategic direction of the Council and provide feedback on their experience of working for Teignbridge District Council. These were well received and form part of the Council's wellbeing initiatives to promote active discussion, working in partnership with employees, to help decide on practical improvements that can be made (in line with the Health and Safety Executive's [Stress Management Standards](#)).

Coaching and HR led Masterclasses for Managers on a range of staff management topics are ongoing, including performance management, managing absence, appraisals. Reviewed and updated policies and guidance are being drafted and Unions consulted via regular Joint Consultative meetings.

Staff wellbeing continues to be supported and promoted via schemes such as annual flu vaccinations, free counselling sessions, occupational health and Access to Work referrals, discounted leisure membership, Walk This Way schemes, pool bikes, lunchtime yoga/Pilates and the cycle scheme. Training has been provided on topics such as smoking cessation and suicide prevention.