

OUR RESPONSE TO YOUR REQUEST

**How organisations promote the health and wellbeing of their employees.**

**Strategy for Health and Wellbeing** – Does a written strategy exist to promote the health and wellbeing of employees?

- Yes
- No

Answer: Yes. The Scottish Government’s People Strategy includes a commitment to staff health and wellbeing and from this an underpinning strategy to wellbeing and resilience was developed in 2013. This is now being refreshed and reviewed as part of our SG2020 People Plan. The SG provides a range of measures to promote the health and wellbeing of employees – some examples include:

- Access to a range of facilities (including on-site gyms), classes and expert advice (from personal trainers and fitness instructors) through the Scottish Government Sports and Social Association (SGSSA)
- Cycle to Work salary sacrifice scheme  
Access to the Civil Service Sports Council – see link <https://www.cssc.co.uk/about-cssc/>
- Provision of cycle racks, storage areas and showers to encourage physical activity
- Health promotion activities including the Step Count Challenge and walking meetings
- Access to an Employee Assistance Service which includes a Wellbeing Zone
- In-house Counselling and Wellbeing Officer
- Wellbeing support through staff networks (Disability, LGBTI, Mental Health, Carers, Race and Equality, ME – Chronic Fatigue Syndrome)
- Training and e-learning on wellbeing and resilience
- Flexible Working patterns
- A number of staff are trained as Mental Health First Aiders
- Mental Health and Wellbeing Committee
- Stonewall Top 100 Employer, Disability Confident Employer and Investor in People

**Intended outcomes** – If yes, please indicate whether the strategy is intended to deliver any of the specific outcomes below for employees:

- Improved physical health and wellbeing.
  - Yes
  - No

Answer: Yes

- Improved mental wellbeing.
  - Yes
  - No

Answer: Yes

Higher rates of staff retention.

- Yes
- No

Answer: Yes

Higher rates of employee satisfaction.

- Yes
- No

Answer: Yes

Reduced rates of absenteeism.

- Yes
- No

Answer: Yes

Other (please elaborate).

- Yes
- No

Answer: to build individual and organisational resilience

### Measuring the impact – How is the impact of this strategy measured?

Regular staff wellbeing survey.

- Yes
- No

Answer: Yes. The SG conducts an annual Staff Survey which includes questions about wellbeing. Wellbeing is also discussed during monthly conversations between staff and their line manager.

Employee interviews.

- Yes
- No

Answer: Yes as part of Investors in People accreditation.

Rates of employee absence.

- Yes
- No

Answer: Yes. Sickness absence rates are measured and published on a quarterly basis – see link <https://news.gov.scot/news/scottish-government-workforce-statistics-june-2017>

The organisation does not measure the impact of this strategy on employees.

- Yes
- No

Answer: No

Other (please elaborate)

- Yes
- No

Answer:

**Changes to the physical environment** – Has your organisation made any of the below changes to the physical environment to encourage office-based employees to be more physically active? Where possible, please elaborate.

- Moving communal equipment such as printers further away to promote walking.
- Yes
- No

Answer (Please elaborate): Printers are located in communal areas.

- Installing office showers to encourage active travel and active lunch breaks.
- Yes
- No

Answer (Please elaborate): Yes. Showers and locker facilities are available to encourage physical activity. The SG is also recognised as a cycle friendly employer by Cycling Scotland.

- Providing office-based exercise equipment including, but not limited to, standing desks, exercise bikes and balance balls.
- Yes
- No

Answer (Please elaborate): Yes. Standing desks can be provided. Gym facilities are available in larger offices.

- Signposting employees to use the stairs instead of the lifts.
- Yes
- No

Answer (Please elaborate): Yes. The benefits of using the stairs instead of the lifts is publicised in general health awareness promotions.

- None of the above.
- Yes
- No

Answer:

**Changes to the physical environment** – Has your organisation made any other changes to the physical environment to encourage office-based employees to be more physically active? If so, please elaborate.

- Yes
- No

Answer: Yes. Promoting walking meetings, step count challenges etc.

**Investing in the physical wellbeing of employees** – Over the previous twelve months, how much money have you approximately invested to support the physical wellbeing of your office based employees?

- No investment
- £100 - £10,000
- £10,001 - £25,000

- £25,001 - £50,000
- £50,001 or higher (please specify)

Answer: This information is not held centrally.