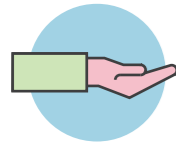




REQUEST	16983	RESPONSE
	<p>I would be interested in any information held by your organisation regarding staff wellbeing and would like to request the following information:</p> <ol style="list-style-type: none">1. The job title of the person/s with lead responsibility for staff wellbeing.2. An exhaustive list of the type of services offered to support staff wellbeing, (including employee benefits).3. The names of the supplier/s used for these services.4. The month & year staff wellbeing services contract/s end (including extensions).5. How many persons you employ.6. Employee attrition / retention rates.7. Staff take up (number) by each service offered to support staff wellbeing.	<ol style="list-style-type: none">1. Shelby Fielding, OD Business Manager2. See below Reward & Benefits Offer3. Wellbeing Hub & Helpline (EAP) – Health Assured Physiotherapy – PAM Physio Solutions Occupational Health – Innovate Rest – in-house services Vivup – Rewards Platform Tusker – Car lease scheme BHN – Cycle to Work Scheme4. Wellbeing services - 31st March 2026, with option to extend for 1 year. Vivup – December 25 Tusker – Spring 26 BHN – Jan 26 with option to extend for 2, 3 or 4 years5. Approx 5300 staff (excluding schools)6. April 2022 to March 2023 Voluntary Turnover: 11.21%.7. Quarter one figures for Corporate Wellbeing Services Corporate April – June 24:

<p>8. How much is budgeted annually for staff wellbeing (including employee benefits).</p>	<p>Wellbeing Hub & Helpline –</p> <ul style="list-style-type: none">• 264 calls received <p>Physiotherapy –</p> <ul style="list-style-type: none">• 133 referrals made <p>Occupational Health –</p> <ul style="list-style-type: none">• Ill-health retirement appointments – 10• OH Nurse management referrals – 170• Pre-employment questionnaires – 216 <p>Vivup corporate employees sign up from 26/9/23 – 24/9/24: 3,368 (60% of employees). (Car lease scheme & cycle to work accessed through Vivup.</p> <p>8. Budget is allocated based on usage by services each year. Initial predicted budget based on minimum usage for 24/25 was approx. £200,000 for the wellbeing services and employee rewards & benefits.</p>
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Caring for your wellbeing...



Wellbeing Hub and Helpline
Free and confidential 24/7 support for you and your family members.



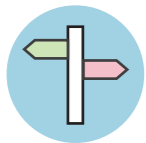
Fast-track Physio
Access to fast-track physiotherapy.



Wellbeing Sessions
Giving you time to focus on your wellbeing and connect with colleagues through bespoke sessions – including Mental Health Aware & Mental Health First Aider training.



Supporting Attendance
Our new sickness management framework that focuses on having early conversations to prevent absence where we can and help people back to work in a supportive way.



Wellbeing Champions
We've recruited a number of champions across the organisation to listen, support and signpost you to relevant services.



Corporate Gym Membership
Discounted gym membership at our BeWell Leisure Centres across the borough.



Enhanced Mental Wellbeing Support
We have a number of specialist programmes to support your mental health, including TRiM (Trauma Risk Management) & Schwartz Rounds.



Medical Support
Paid time off to attend non-routine medical appointments and free flu jabs annually.

Making your money go further...



Local Discounts
Helping to support our communities & making money go further by promoting local discounts available.



Pension
We're part of Greater Manchester Pension Fund offering an attractive and flexible pension package.



Free Parking
Access to free parking near your regular work base.



Savings and Support
Access to financial advisors and support to help you to manage your money.



Cycle to Work Scheme
You can purchase a bike and accessories up to the value of £2,500 via salary sacrifice.



Car Lease Scheme
Employees can purchase a car via salary sacrifice.



Public Transport Discounts
If you travel by train or bus, you can get discounted tickets on your journey to and from work.



Vivup Rewards Platform
Online employee benefit platform offering staff rewards and discounts.

Supporting your working life...



Generous leave entitlement
Up to 31 Days plus Bank Holidays.



Blended approach to work
We work flexibly across My Place (homes), Our Place (office space), Your Place (community).



Special Leave
Managers can grant up to 10 paid days in any given year (pro-rata for part-time employees).



Flexible working
Some roles are able to operate flexibly, using flexi-time and applications for formal arrangements can be made.



Caring for our Carers
Support in place if you have caring responsibilities.



Thinking Digitally
Providing you with the technology you need to do your job and access information from any place.



Family Life Policies
Leave to support your family, including, maternity, paternity, shared parental, adoption and fostering.



Our Culture and Behaviours
Team Wigan is who we are and how we do things – a shared culture that embodies being kind, positive, accountable and courageous.

Inspiring you to thrive...



Opportunities to Learn & Grow
A range of training and learning opportunities to support you in your career at #TeamWigan



Loyalty Reward
A reward to say thank you for your dedication and an invite to celebrate with The Leader and Chief Executive.



Awards & Celebrations
Recognition for the hard work you do through a variety of awards and celebrations.



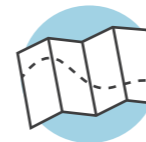
Opportunities to Shape & Innovate
Regular engagement sessions and ways to feedback so that your voice is heard and valued, and your ideas are acted upon.



Team Wigan Days
Protected time for you to work alongside communities, support others, learn new skills and achieve your individual aspirations



My Time
Dedicated time to understand your needs and aspirations, and provide you with the right support and guidance throughout your career.



Supportive Staff & Manager Induction
Induction program to guide you through your new role, ensuring you to feel welcomed to Team Wigan, understand our values and the way we work.



Retirement Support
Support for you whilst enabling the council to retain your skills, knowledge and experience to aid in succession planning.