

Question	Answer
1. What was the total cost of employee health and wellbeing programmes to the organisation in 18/19?	Staff Health and Wellbeing Budget inclusive of Occupational Health Services plus health and wellbeing/ staff engagement and OD programmes pay and non pay costs Total Expenditure budget £1,149,826
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:	We have an online staff portal working in partnership with Vivup

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)	Financial Wellbeing Programme (1)	Mental Health Wellbeing Programme (1)
3a. Name of the programme	please see ELHT staff portal for further info	please see ELHT staff portal for further info	please see ELHT staff portal for further info
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.	please see ELHT staff portal for further info	please see ELHT staff portal for further info	please see ELHT staff portal for further info
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	improve staff retention, reduce sickness absence, increase staff satisfaction and staff experience and improve holistic health and wellbeing		
3d. Please provide the job title of the executive/lead sponsor of the listed wellbeing programme	Director of Human Resources and Organisational Development	Director of Human Resources and Organisational Development	Director of Human Resources and Organisational Development
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	As per above answer 1	As per above answer 1	As per above answer 1
i) In-house costs (internal administration)	As per answer 1	As per answer 1	As per answer 1
ii) External costs (license fees, third-party contract costs)	EAP, OPAS system, Kaido Wellbeing Challenge, Health Works provision	EAP	EAP, OPAS system, Kaido Wellbeing Challenge, Health Works provision
3f. Please provide detail of any costs to the employees to engage with the wellbeing programme? i.e. a monthly/annual subscription fee to a service or a one off purchase	Nil	Nil	Nil
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	Reduction in Sickness absence, improved staff satisfaction and experience as per the national staff survey results,	Reduction in Sickness absence, improved staff satisfaction and experience as per the national staff survey results,	Reduction in Sickness absence, improved staff satisfaction and experience as per the national staff survey results,
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	Vivup for the staff portal		
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.	online portal via Vivup		
3j. Please provide the contract start and end dates for the 3rd party provider	Currently in 3 year agreement ending March 2022 for staff portal, EAP contract ends 19.11.2019, Health Works rolling 12 month contract, Kaido ad hoc challenges, OPAS 12 month rolling contract,		