

WEST DUNBARTONSHIRE COUNCIL

Report by the Director of Community Health & Care Partnership

Community Health & Care Partnership Committee: 2nd February 2011

Subject: Healthy Working Lives Silver Award - West Dunbartonshire CHCP

1. Purpose

- 1.1** The purpose of this report is to highlight West Dunbartonshire CHCP's recent success in attaining the Healthy Working Lives Silver Award.

2. Background

- 2.1** The importance of the workplace as a setting for improving health and wellbeing was recognised in *Improving Health in Scotland –The Challenge* (2003). The subsequent national *Health Working Lives, a Plan for Action* was responsible for establishing a single integrated organisation to promote Healthy Working Lives, namely the Scottish Centre for Healthy Working Lives (SCHWL) in 2006. The SCHWL developed the Healthy Working Lives Awards scheme. This programme encourages to and recognises organisations for attaining and progressing through 3 incremental levels: the Bronze Award, the Silver Award and Gold. There is an additional Commendation Award for Mental Health and Wellbeing.
- 2.2** Both West Dunbartonshire Council and NHS Greater Glasgow and Clyde (NHSGGC) are formally committed to progressing through the national Healthy Working Lives Awards Scheme. To-date, West Dunbartonshire Council has progressed through the Scheme as a single organisation; while NHSGGC has required that each of its distinct organisational entities register and progress through the Scheme.
- 2.3** Prior to the formal establishment of West Dunbartonshire CHCP in October 2010, the then CHP had achieved the Bronze Award in March 2010 and was progressing towards Silver Award status; and West Dunbartonshire Council as a whole (including the former Social Work and Health Department) had achieved the Silver Award in April 2009 and is currently progressing towards Gold Award status.
- 2.4** A key action then for the newly established CHCP was to confirm how best to meet the commitments of both its parent organisations; and in particular ensure that the CHCP as a whole achieved and was formally recognised as having consolidated HWL Silver Award status before the end of March 2011.

3. Main Issues

- 3.1 In the absence of any national guidance from the SCHWL in relation to the integration of two organisational units at different stages of the Awards Scheme, the CHCP's specialist Health Improvement Team prepared and proactively put forward the following formal proposal to the SCHWL Verification Panel:
- In the first instance to assess the NHS component of the CHCP only for Silver Award during the remainder of 2010.
 - If the above was successfully achieved, to then register the new organisation (WD CHCP) at Silver Award level progressing to Gold status (as it has been the convention that CHCPs be judged as separate organisations within the Scheme).
- 3.2 It was highlighted that this proposition would ensure organisational change would have a positive impact by supporting a seamless transition of increasingly joint staff health initiatives.
- 3.3 The SCHWL verification panel approved the proposal with the condition that all Silver Award criteria for CHCP NHS-component be completed and submitted as evidence by December 2010. This was agreed by the CHCP Senior Management Team; and the required evidence was submitted in mid-December 2011.
- 3.4 The SCHWL has subsequently confirmed that the CHCP NHS-component has successfully achieved the HWL Silver Award, which means that the CHCP as a whole can now register at Silver Award Level and work towards the Gold Award in an integrated manner (and in partnership with the on-going West Dunbartonshire Council-wide HWL programme; and other supportive NHSGGC activity).

4. People Implications

- 4.1 There are no specific personnel issues associated with this report.

5. Financial Implications

- 5.1 There are no specific financial implications associated with this report.

6. Risk Analysis

- 6.1 No risk assessment was necessary to accompany this report.

7. Equalities Impact

7.1 No significant issues were identified in a screening for potential equality impact of this report.

8. Conclusions and Recommendations

8.1 The achievement of the HWL Silver Award is evidence of the on-going commitment of the CHCP to this important agenda.

8.2 The CHCP Committee is asked to note this Report, and to congratulate the CHCP staff who have led and contributed to a successful outcome here.

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Appendices None

Background Papers: Improving Health in Scotland –The Challenge
Healthy Working Lives, a Plan for Action

Wards Affected: All