

**THE HIGHLAND AND ISLANDS FIRE BOARD  
11 SEPTEMBER 2008  
EMPLOYEE WELLBEING PROGRAMME**

Agenda Item	
Report No	

Summary

This paper and presentation to the Fire Board details the range of services provided as part of the Employee Wellbeing Programme.

## **1 Background**

To date, the provision of formal welfare services to our staff has been through the use of our Occupational Health provider, currently NHS Highland based in Inverness or through the Fire Fighters Charity (formerly the BEN Fund).

In June 2008, following guidance given by the Highland Council Procurement Team, AXA- ICAS were awarded a contract to provide a full Employee Wellbeing Programme (EWP) to all our staff and their household for a 12 month period. This service will add to, and complement the service already provided through our Occupational Health team, NHS Highland.

## **2. Services provided**

The EWP programme provides our employees with unlimited access to a 24 hour Helpline for telephone counselling, LifeManagement™ information, face to face counselling and online therapy.

They can raise any work related or personal issues which may be of concern including the following -:

- ***Legal***
- ***Financial***
- ***Housing***
- ***Educational***
- ***Marital***
- ***Family and relationships***
- ***Consumer matters***

They can access the service by calling a confidential freephone number, 24 hours a day, 365 days a year. The service is available to our staff and their immediate family members as long as they live in the same household.

A presentation on the Employee Wellbeing Programme will be given at the Fire Board meeting by the Services Head of Human Resources.

**Recommendation**

Members are asked to note the adoption of the EWP provision

**CHIEF FIRE OFFICER  
25 AUGUST 2008**