

27 September 2019

Information Rights & Compliance Team
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Our Ref: FOI/03428

Thank you for your request concerning staff health and wellbeing programmes.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

1. What was the total cost of employee health and wellbeing programmes to the organisation in 18/19?

We are unable to provide you with the cost of employee health and wellbeing programmes as this is not reported on separately from our other activities.

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.

No.

3. Please provide details 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 including:

a) Name of the programme

Information around our employee health and wellbeing programmes are already in the public domain. Please follow this [link](#) to a previously published response¹.

b) Type of programme? (e.g. EAP counselling, stress awareness, Apps, salary sacrifice etc)

This information is also in the public domain. Please follow this [link](#) to a previously published response¹.

c) What is the main priority/benefit area of the programme? (e.g. staff retention, reduce sickness absence etc)

We do not hold this information². Please follow the link provided under 3b) for the explanation. This would apply to all staff benefits.

¹ Section 21 – Information is accessible through other means

² Section 1(1) Any person making a request for information to a public authority is entitled

(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and

(b) if that is the case, to have that information communicated to him.

d) Please provide the job title of the executive/lead sponsor of the programme

There is not one person responsible. However, [Mariejke Maciejewski](#) our Interim Executive Director of Workforce and Organisational Development would have ultimate responsibility.

e) What was the annual cost to the organisation for providing the programme in 18/19?

a. in-house cost (internal administration)

We cannot provide this cost as it is not recorded separately.

b. External costs (license fees, 3rd party contract costs)

This information is already in the public domain. Please follow this [link](#) to a previously published response¹.

f) Please provide detail of any costs to the employee to engage with the wellbeing programme in 18/19:

There are no costs involved unless staff are part of the salary sacrifice scheme.

g) Has the organisation seen any ROI by using the wellbeing programme?

We do not hold this information².

h) Is the wellbeing programme provided/supported by a 3rd party provider? If so, please state the name of said provider

Yes, our Occupation Health Service Provider is The Pam Group (People Asset Management).

i) Please provide a description of services provided by the 3rd party provider, including details of where the programme is supported by an app/technology

This information is already in the public domain¹. Please follow the link provided under 3e)b.

j) Please provide the contract start and end dates for the 3rd party provider

This information is already in the public domain¹. Please follow the link provided under 3e)b.

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

Sue Smith
Information Rights Officer

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

