

Freedom of Information Act 2000 disclosure log entry

Reference

19-20200

Date sent

7/10/2019

Subject

Employee Health and Wellbeing Programmes

Details of enquiry

Please find attached a request for information regarding your organisations use of Employee Health and Wellbeing Programmes

1. What was the total cost of employee health and wellbeing programmes to the organisation in 18/19?
2. Does the Organisation have a central online portal to access all information on employee health and wellbeing programmes/initiatives?

	Physical Wellbeing Progr'm (1)	Physical Wellbeing Progr'm (2)	Financial Wellbeing Programme (1)	Financial Wellbeing Programme (2)	Mental Health Wellbeing Programme (1)	Mental Health Wellbeing Programme (2)	Other/ Additional Programmes
3a	Name of the programme						
3b.	Type of programme? <i>For example, employee assistance programme (EAP) counselling, stress awareness, apps to support wellbeing and mental health, salary sacrifice, gym memberships etc.</i>						
3c	What is the main priority/benefit area of the wellbeing programme listed above? <i>For example, improve staff retention, reduce sickness absence, increase staff satisfaction</i>						
3d	Please provide the job title of the executive/lead sponsor of the listed wellbeing programme						
3e	What was the annual cost to the organisation for providing the health and wellbeing programme in 18/19? <i>Please split out any costs that are associated to a 3rd party provider as well as any costs for running a programme in-house</i>						
	i) In-house costs (internal administration)						
	ii) External costs (license fees, third-party contract costs)						
3f.	Please provide detail of any costs to the employee to engage with the wellbeing programme? i.e. a monthly/annual subscription fee to a service or a one off purchase						
3g.	Has the organisation seen any return on investment (ROI) by using the health and wellbeing programme? <i>For example, decrease in sickness absence rates, improved staff retention, any cost savings. If so, please list all ROI</i>						
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						
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.						
3j	Please provide the contract start and end dates for the 3rd party provider						

Response Sent

I can confirm that the Trust holds information that falls within the description specified in your request, but we have estimated that it will require more resources than that provisioned under the Freedom of Information Act 2000 (FOIA 2000) to consider your request. Section 12 of FOIA 2000 provides for refusal of requests for information where the cost of dealing with them would exceed the appropriate limit of 18 hours/£450. We have estimated that to fully respond to your request would require resources in excess of this; at around 28 hours of work. I hope you will understand that the Trust is therefore not obliged to respond to this enquiry, so we will not be processing it further.

The Trust holds, but does not electronically categorise, this data in collatable fields which would otherwise have enabled us to run a dedicated electronic report for you. The questions you have raised would require manual interventions in obtaining various financial statements across multiple cost centres, analysing the data in to a format to be able to respond, securing written information and summarising several different time report, obtaining procurement and contract details, analysing various members' of staff's time. It would require around 28 hours of staff time to undertake and complete this piece of work.

Should you wish to narrow the scope of your request then the Trust would treat any reformulated request we receive as a fresh FOI request and we may be able to help you.