

Briefing Note Template

Elected Member Briefing – Development of a *Workplace Wellbeing Framework*

Elected Member Briefing Note Ref. No. 2026-21

About this Briefing Note

Briefing by: Marie Gordon, Acting Executive Manager – Human Resources

Date: 10 April 2026

Subject: Workplace Wellbeing Framework

Public / ~~Exempt~~ / Confidential

if exempt or confidential explain risks and consequences.

Purpose

This briefing note provides Members with a summary of a Workplace Wellbeing Framework which has been developed. The framework sets out how the Council defines and approaches workplace wellbeing and sets out future ambitions.

Background

The Workforce Strategy 2021 to 2026 puts “a focus on the Council’s values and behaviours and our commitment to building a healthy, resilient and supportive workforce”.

Key points

The Workforce Wellbeing Framework sets out our vision for:

- a workforce that is happy, healthy, socially connected and has purpose
- a shared goal of positive wellbeing and a productive workplace
- workplace wellbeing as everyone’s responsibility, across every part of our organisation

The Workforce Wellbeing Framework:

- sets out roles and responsibilities at employee, manager and organisational level
- describes sources of internal and external support
- provides a local and national context.

Overview

The Workplace Wellbeing Framework explains how the Council defines and approaches workplace wellbeing. It provides a structure of thinking, one that can be applied to all departments and services. In developing its vision as a shared goal of positive wellbeing and a productive workplace, which is everyone's responsibility, consultation and engagement has taken place through conversations in settings at all levels within the Council and at Health and Safety fora. The completed framework was shared for comment at Central Safety Consultative Committee and Human Resources Partnership Group.

The Workplace Wellbeing Framework describes how national and local data have been used to identify the workplace priorities. These priorities are grouped under four aspects of wellbeing: psychological wellbeing, physical wellbeing, financial wellbeing and social wellbeing. Taking account of these aspects a vision for workplace wellbeing has been developed of "a workforce that is happy, healthy, socially connected and has purpose".

The Workplace Wellbeing Framework will underpin the workplan of the Workplace Wellbeing Officer in the coming year. This includes the development of a Workplace Wellbeing Strategy and a review of workplace wellbeing policies including the Mental Health and Wellbeing policy.

The Workforce Wellbeing Framework is published on the Council's employee engagement portal, Interact and promoted across Services. It will be kept under review and updated as required.

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Please return this form to memberssupport@shetland.gov.uk to be logged and circulated to all Councillors.

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