

1. *Details of any gym, fitness or wellbeing facilities on or off site, used by staff of the Department.*

The Department of Education and Skills does not have any gym, fitness or wellbeing facilities on or off site, used by staff of the Department.

2. *Confirm whether the Department refunds staff for gym membership subscriptions.*

The Department of Education and Skills does not refund staff for gym membership subscriptions.

3. *If so, what is the yearly cost of this and how many staff avail of it.*

NIL

4. *Does the Department fund other wellbeing activities for staff such as yoga classes, mindfulness or meditation.*

The Department endeavours insofar as possible to arrange wellbeing activities which have no cost for the Department.

The Department arranges pilates and boxercise classes after work for staff which are paid for in full by staff who participate so there is no cost to the Department.

The Department arranges lunchtime walks, a book club, a football team and various other wellbeing activities for staff at no cost to the Department.

The Department arranged (via the Civil Service Chief Medical Officer) a Health Check for staff in each of our 3 main locations (Dublin, Athlone and Tullamore) attended by approximately 200 staff at no cost to the Department.

The Department arranged for the Canteen providers to promote healthy options for staff as part of National Wellbeing Day. The Canteen also provided free fruit for staff on the day at no cost to the Department.

The Department facilitates staff in availing of the Cycle to Work scheme at no cost to the Department.

Staff in the Department's 3 main locations (Dublin, Athlone and Tullamore) run Social Clubs. All activities arranged by the Social Clubs are paid for in full by participating staff. The only cost to the Department for Social Club activities is outlined at item 2. on the table below.

The Department arranges lunchtime talk sessions for staff under our wellbeing programme. The Department endeavours insofar as possible to avail of speakers at no cost (e.g. internal speakers or organisations with no charge). Free talks have included mindfulness (internal speaker), making a will (internal speaker), and Addiction (Rutland Centre).

We are mindful of the fact that this Department has staff in 3 main locations (Dublin, Athlone and Tullamore) and therefore, in order to ensure that all staff are provided with wellbeing activities, any costs incurred would normally be x 3.

In order to provide a range of wellbeing topics we have, in one instance where there was no free service available, paid for an external speaker to give a talk on “Maxamise energy and minimise stress – good nutritional habits” to our staff in Dublin, Athlone and Tullamore.

5. *Can you please provide details of what these activities are and the yearly cost of them.*

Below is a list of all costs borne by the Department in relation to wellbeing activities for staff during 2016:-

1.	8 th April 2016	“Walk a Mile” campaign for National Wellbeing Day -- kick start of the Department’s wellbeing programme	All participants in the walk (87) were entered into a draw for a Garmin sports watch to promote the start of our wellbeing programme	€173
2.	7 th July 2016	Social Club – Football match between Department locations	Football Club facilities and referee	€240
3.	31 st November 2016	Lunchtime talk on Nutrition in each location (Dublin, Athlone and Tullamore)	External provider – 4 sessions, 1 in Dublin, 2 in Athlone and 1 in Tullamore attended by 80 staff in Dublin, 88 staff in Athlone and 33 staff in Tullamore.	€1,767.64
2016 – Total Cost				€2,180.64

6. *Request is for the 2015 – 2016 period only.*

Our wellbeing programme commenced on 8th April 2016 to coincide with National Wellbeing Day. There were therefore no activities or costs for wellbeing in 2015.

Leona De Khors
HR Unit.

Department of Education & Skills.

9th June 2017.