

SENIOR MANAGERS

Briefing
Pack



Introduction

Who we are and what we do

1. HASSRA is a lively and successful sports and leisure membership association open to current and former employees of the Department of Health, Department for Work & Pensions, the Food Standards Agency and associated executive agencies and public bodies. Membership is also available to former staff of any qualifying employer including retired staff, private contractors working on departmental business and staff from other government departments and local authorities who are co-located with DWP staff.
2. Formed in 1935, HASSRA has traditionally served government departments concerned with health and social security, becoming the Health and Social Security Recreational Association in 1969, but now simply known as HASSRA.
3. HASSRA offers a vast array of sporting, recreational and cultural activities, and a valuable package of discounts and membership benefits. With 12 affiliated regional associations and hundreds of local clubs and societies, HASSRA has something for everyone.
4. HASSRA is the only organisation officially approved to fulfil this function and enjoys management support at every level including **Peter Schofield CB (Department for Work and Pensions Permanent Secretary)** and **Chris Wormald (Permanent Secretary for the Department of Health)**, who are our President and Vice-President respectively.

Structure

5. HASSRA has more than 60,000 subscribing members, making it one of the largest organisations of its kind in Europe, operating at national, regional and local office levels.

DWP	DH and agencies	Retired Members	Others	Total
53,713	1,160	3,239	2,150	60,262

National

6. The National Board of Management (chaired by DWP and DH Permanent Secretaries' representative) sets Association policy and delivers the national programme which includes:

- The HASSRA Lottery, with cash prizes of over £55,000 every month
- The Livelife Challenge - grants to members to encourage activity
- Sponsorship programme to enable individuals to develop their full potential
- Fun 'n' Free Competitions, with big prizes such as entry to major sporting events, electronic gadgets and short breaks, to exciting destinations
- Two HASSRA sports and activity festivals each year
- Discounted full membership of English Heritage
- Discounted tickets for all major cinemas and theme parks and the Wildfowl and Wetland Trust sites
- Discounts on holidays, short breaks, sports and activity clothing, white goods and many more

Regions

7. Twelve regional boards of management set regional priorities and are responsible for delivering regional activities, competitions and other benefits for their members. These include:

- Qualifying events for the national festivals
- Regional trips. These could be anything from theatre trips to weekend breaks
- Special rates for gym membership and fitness centres
- Opportunities to compete in a range of sports and leisure activities
- Discount offers for theatre tickets, spa breaks etc.
- Taster Days to try new experiences
- Sports or family fun days
- Fun 'n' Free Competitions

Clubs

8. Within regions, there is a network of over 350 local clubs, largely site-based, which deliver local events and activities. These include:

- Charity dress down days
- Cake bake sales
- Raffles
- Christmas parties
- Trips
- Local discounts
- Healthy eating and exercise

HASSRA Clubs

9. One of HASSRA's great strengths is the local club network. Clubs are run by members who volunteer their time to put on a program of events for their colleagues. Clubs can be either:

- local office clubs, based at single or multiple sites, which aim to organise and encourage social interaction through a variety of activities such as office outings, exercise groups, fundraising or
- single activity clubs, catering for specific interests such as angling, chess, wine tasting

Benefits of having a HASSRA Club

10. HASSRA clubs are run by members for members. They generate ideas, run events and play an important part in supporting wellbeing and engagement in the workplace. HASSRA volunteers acquire skills qualities that are transferable to their work and they frequently role-model positive behaviours which make the office a better place to work.

11. HASSRA local clubs also enjoy:

- support and guidance from regional and national HASSRA, including training, admin support, grants
- a generous regular funding stream to help fund local office activities
- insurance cover under the HASSRA Third Party Public Liability Insurance

12. This provides a strong and stable platform on which to build a vibrant and safe programme of activities, delivered fully in compliance with DWP's staff clubs guides.

Volunteering in HASSRA

13. HASSRA depends on volunteers to deliver its programme of events and competitions. Much of the volunteer effort is unrecorded, perhaps an hour or two here and there. This might be to run a raffle in aid of a local charity – last year HASSRA members raised £320,000 for charity - or to organise a local sports event. Although unrecorded, this effort is nonetheless critical to the successful delivery of the programme.
14. The Department also supports HASSRA volunteering through the Special Leave scheme. This is sometimes used to give staff paid time to organise and run large scale events, such as regional sports day. This, too, is difficult to count because SOP does not record the activities for which Special Leave is granted (which also include magistracy, school governorships, and so on).
15. In addition to encouraging and supporting volunteering within the departmental community, HASSRA has also opened up its development scheme to support personal development in community-based activities, such as youth leadership. The scheme also provided financial help to enable staff to take up volunteer roles in support of the London 2012 Olympic Games and the 2014 Commonwealth Games in Scotland.

Your involvement in HASSRA

16. Senior managers play an important role in HASSRA. As a senior manager you may be asked to perform one or more of the following tasks:

- Present an award at a Regional HASSRA AGM or Regional Awards Event
- Attend the National HASSRA Awards Dinner to present an award
- Act as a judge, present an award or attend the DWP Challenge Cup event

You may also be asked to be HASSRA Regional President. Each regional board of management has a President, an important influencing role in the region. They attend key events and champion HASSRA with other managers in the region. They also have close contact with the regional chairperson helping them to resolve any issues and agree regional priorities.

More Information

17. See Annex 1 for more information on HASSRA activities in 2017. You can also find out more information about HASSRA from our website www.hassra.org.uk or contact us at contact.hassraandcommunity10000@dwp.gsi.gov.uk

Annex 1

HASSRA 2017

Membership, Income & Expenditure

We recruited 7,170 new members in 2017. At year end, membership stood at 60,250 or 65% of staff in DWP and DH. Income for the year was £4.1m; expenditure was £4.1m; turnover (including sales) was £6m; and the Association holds £2.3m in reserves.

HASSRA Regions and Clubs

HASSRA's 12 regions and 383 clubs shared just over £1m of funding for their own activities and continued to have a major impact in the offices in which they operate – 75% of members tell us that office-based clubs are an important element of the HASSRA offer.

Regional and National Championships

These attracted 5,000 entries and enjoyed subsidies from HASSRA worth £500k. All of our national championships are staged over two weekends at Warwick University to minimise the impact on businesses.

Wellbeing

Almost 19,500 staff joined our LiveLife Challenge and took up a physical activity to improve their health and fitness. HASSRA awarded grants worth £14k to encourage staff to get involved. HASSRA is also sponsoring prizes to help promote DWP's Working Well Together initiative.

Discounts and Promotions

More than 80% of members are in the AA-EO grades and 86% of all members tell us that HASSRA discounts are an important employee benefit. They enjoyed savings of over £1m on discounted cinema/theme park tickets and holidays in the UK, and a further £3.7m from free family membership of English Heritage (based on 128,000 entries during the year).

HASSRA Lottery and Free Prize Competitions

Members held 64,000 HASSRA lottery shares and enjoyed £660k in cash prizes. HASSRA free prize draws attracted 208,000 entries for prizes worth £45k.

HASSRA Development Scheme

HASSRA made 12 awards worth £3.5k to help members achieve their potential in sport or as volunteers at work or in their local communities. This is a reduction on the previous year and a major priority for 2018/19. We particularly want to promote awards to members with a disability, for whom we continue to receive generous funding from the Civil Service Widows and Orphans Fund.

Transformation

The HASSRA on-line shop was re-launched on 1st April 2017 on a new software platform to increase security, efficiency and resilience. It is now optimised for smartphones and tablets with faster navigation and easy access to products and information. More than 43,000 members have registered an account and the system has processed 26,000 orders worth £1.8m. 2018/19 will see more business functions moving off DWP systems and onto HASSRA's own.

Overall

HASSRA remains the first choice for sports and leisure for two thirds of staff in sponsor departments. Its support for physical activity and a positive work-life balance makes it a major contributor to wellbeing, and subsidies, discounts and offers worth £8m represent an important employee benefit. HASSRA is grateful for your generous support in delivering our programmes. Please let me know if you would like to know more about we do.

Margaret Moor
HASSRA National Chair



Cover photo:
Margaret Moor
HASSRA National Chair