Staff Health and Wellbeing

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3 Measurements:

1. London Healthy Workplace Charter
2. Staff focus groups
3. NHS Annual Staff Survey results
London Healthy Workplace Charter themes:

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<th>Corporate support for HWB</th>
<th>Tobacco</th>
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<td>Attendance management</td>
<td>Physical activity</td>
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<td>Mental health and wellbeing</td>
<td>Problematic use of alcohol and substances</td>
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SLaM’s Strategic Priorities:

- People - safe staffing, new skills, career progression and staff wellbeing.
- Places - buildings we can feel proud of.
- Platforms - IT that works for everyone; informatics to support data-driven decision making.
- Partnerships - working closely together with people who use services, family, friends and carers, professionals and other stakeholders.
- Quality - equipping everyone with the skills and support to improve quality across the organisation.
Our Strengths:

- Senior recognition of importance of staff HWB
- Good quality HWB policies, e.g. smokefree, sickness, alcohol & substance misuse, mental health and stress at work
- Smoking cessation achieved early, approach based on evidence
- Focus groups help with understanding staff needs and interests
- Happier at work programme & WoW, Flourish@Work – preventative design, impact of interventions measured
- Recovery College
- Healthy eating, courses on food and mood, healthy options in the canteen
- Physical Activity e.g. active travel, classes, football teams
- E-learning and Recovery College support for alcohol & substance reduction
Staff Focus Groups

• C. 15 to date in E&F, MHOA&D, CAMHS, MAP & Psych Med, more scheduled
• Healthy Eating – quality, cost, access, esp. BRH and for shift workers, signposting to weight-loss programmes
• Interest in physical exercise on- and off-site, but need information,
• Activities created and led by staff e.g. Book club, running club, walking group
• Rest areas away from work, pressure at work
• Challenging to enforce smoke-free at work
• ‘supportive’ not ‘paternalistic’ approach please!
• More than 6 staff counselling sessions
• Wellbeing days with reflexology, massage, healthy food van
• More information on mindfulness
• Health checks for staff
• Need publicity re DSE, ergonomic assessments etc.
2016 National Staff Survey

Some progress in Health & Wellbeing themes:

- Organisation’s and management’s interest in employee health and wellbeing
- Attending work in the last 3 months when feeling unwell due to pressures from others
- Attending work when unwell due to work related stress in the last year
Background and Purpose

• A draft Staff Health and Wellbeing Plan 2017-2020 was developed by Task and Finish Group over 3 meetings last autumn,

• Also spoke with a number of people and groups and develop priorities – e.g. JSC, staff networks

• Trust senior leadership expects challenging metrics, especially re equality and diversity.

• The intention is to take this to the Board for decision in March 2017
Strategy Fit and Priorities

• Trust's vision is *Everything we do is to improve the lives of the people and communities we serve and to promote mental health and wellbeing for all*

• Aim of this Plan is to outline how the Trust can fulfil this vision with regard to its staff. Commitment to investing in staff wellbeing included in Trust Strategy immediate priorities 2017/18 and 2018/19.
What have we heard are areas of concern?

• Feedback from Staff, via NHS Survey and Focus Groups and from discussion at Task and Finish Group
  – Pressure of work an issue alongside its rewarding nature
  – Need for more support during organisational change and
  – Need for leadership and management development
  – Concern about lack of affordable, healthy food and access to catering outside 'office hours'.
  – Want more opportunities for affordable, accessible physical exercise
  – Physical environment not conducive to wellbeing
Evidence Based Health and Wellbeing Challenges

• There are Health and Wellbeing challenges in a range of areas
  • Job and work environment
  • Personal and family life
  • Health and physical risks

• For staff working in health settings there are particular issues since a clinician's performance can be impaired by stress, anxiety and sleep disturbance affecting clinical decision-making; Also psychological stress can result if patients suffer adverse events
What about our employment responsibilities as a Mental Health Trust?

• To create the context for a vibrant, healthy workforce where everyone gives of their best and has the chance to thrive – acknowledging that staff own their own health and wellbeing

• To design processes that work in a way to maximise the protective factors for mental wellbeing

• The Protective Factors are having a sense of:
  • Control   Participation   Inclusion
  • Resilience [supported by hope, aspirations, self-esteem]
What does the Evidence say?

• Factors significantly linked to productivity:
  – Lack of sleep, financial concerns and giving unpaid caring role
  – Mental health problems
  – Physical health conditions
  – Work environment factors – workplace bullying
  – Unrealistic time pressures
  – Strained relationships at work
Evidence Based for Employers – Workwell Model to create a Culture of Wellbeing

Five areas to address in this Model:

• Better physical and psychological health (*safe and pleasant work environment, healthy behaviours*)

• Better work (*good job design, staff voice, talent management, management style etc*)

• Better relationships

• Better specialist support (*equipping staff and teams to manage their own health*)

• Working well (*culture of Wellbeing led by the Board, staff feel trusted and respected, strategic proactive approach to wellbeing*)
Developing our Priorities for Action –

• Actions to improve health and wellbeing must be universal, but with a scale and intensity that is proportionate to the level of disadvantage. (*Marmot Review: Reducing Health Inequalities*)

• We want to align this work with linked priorities:
  • Development of Freedom to Speak Up culture
  • Identifying priorities for action with staff from BME, LGBT, disabled communities. Snowy White Peaks is particularly relevant
  • Moving to Excellence on Healthy Workplace Charter by evidencing improvements
Being Respected and Valued in Change – underpinning theme

The aim is to create an environment in which staff can thrive given that change in the workplace is a constant

• Guidelines for managers to support staff
• Workforce impact assessments when planning change
• Key change leaders skilled in supporting staff HWB
• Training and development in management and leadership of organisational change
• Develop Reflective Practice as routine
• Work with staff groups where change likely to be detrimental to wellbeing to co-design interventions