Management & Staff Side

Partnership Working

Great care, close to home
Our People

We want our people to come to work, get a wage and a bit more.
We are investing in our staff’s physical, emotional and social wellbeing.
The Aim – Staff Engagement and Retention

Great care, close to home
Bupa Health Minds

• Faster response time than Existing Occupation Health arrangements.
• Available 24/7.
• Trained councillors on hand to speak to caller.
• Caller gets to choose from face to face, telephone or internet contact.
• Able to signpost for other stresses not just work related e.g. housing, finance.
• Any person over 16 years old living at address of staff member can access the service – offering a more pastoral care.
• Credit card size leaflets given out to staff with contact information.
Sickness

• Reported monthly at JCNC meeting.
• Management training being undertaken.
• Staff sickness levels falling.
• New policy written jointly with staff side & HR.
• HR holding case conferences to support staff who are on term sickness.
• Fairness in dealing with issues has greatly improved trust & morale.
• Less stage 2 & 3 warnings given to staff.
• Reasonable adjustments made to assist staff at work.
Physio For You

• In house Physio – regular clinics accessible to staff by holding in workplace settings.
• Reduced sickness rates.
• New admin post created to support the service.
• Able to help with many issues including illness, fractures, stress.
• Much quicker than GP waiting list.
• Home and workplace visits take place.
• Sickness report checked weekly and managers contacted to offer support.
• Back care information on staff website.
Mediation

• LCHS have trained 3 Accredited Mediators.
• Offered to all staff experiencing workplace relationship issues.
• Can prevent lengthy and negative formal cases.
• Senior managers open to trying this first.
• Voluntary process which both sides must agree to.
• If there is a conflict of interest arrangements have been made with a neighbouring trust.
Health & Wellbeing Road Shows

• Promoting the services that are available.
• Gathering information - Able to provide more variety for staff.
• Freebies.
• Engaging with staff – finding out issues.
• Lots of classes e.g. yoga, Pilates on offer in all areas of Lincolnshire for staff – they are offered at reduced rates negotiated by the trust.
Fab O Meter

• Tool to measure daily staff morale.
• Real time results unlike staff survey.
• Dashboard information given to all staff.
• Staff able to see how their team is feeling.
• Staff encouraged to take responsibility for dealing with low & high morale.
• Sharing tips with low morale teams.
Other

- Menopause workshops.
- Reduced gym membership.
- Link with local colleges to offer reduced priced treatments.
- Taster sessions.
- Cycle to work scheme.
- Mindfulness sessions.
- Retirement workshops.