Staff Health & Wellbeing – The Northumbria Way
Judith Stonebridge, Consultant Public Health
Neil Summers, UNISON
Health and Work Welfare

The annual State spend on health-related benefits
£13bn

Annual cost to the State of the average claimant receiving Employment and Support Allowance (ESA)
£8,500

Each year, approximately
330,000 people flow from work on to the State’s main health-related benefit, ESA

2 in 3 are male

Over 1 in 3 are over 50 years of age

Around
140,000 people a year fall out of work and claim health related benefits without having a period of sick leave beforehand

Summary of ESA claimants by condition (August 2015)

- 48% Mental and behavioural disorders
- 13% Diseases of the musculoskeletal conditions and connective tissue
- 6% Diseases of the nervous system
- 6% Diseases of the circulatory and respiratory system
- 5% Injury, poisoning and other external causes
- 12% Other

Sources: Black & Frost 2011; Routes onto Employment and Support Allowance, 2011; OECD 2014; CESI, 2015; ONS 2014
Health and Work
Health of UK employees

1 in 4 of UK employees reported having a physical health condition

1 in 5 of those employees with physical health conditions, also reported having a mental health condition

1 in 3 of current UK employees have a long-term health condition

1 in 8 of current employees reported having a mental health condition

1 in 10 employees reported having musculoskeletal conditions

42% of employees with a health condition felt their condition affected their work ‘a great deal’ or ‘to some extent’

Employees with mental and physical health comorbidity were much more likely to see their health as affecting work

29% were affected ‘a great deal’ compared to

13% of those with a physical condition only and

15% of those with a mental health condition only

OUR HOSPITAL SITES

1. HEXHAM GENERAL HOSPITAL
   Corbridge Road, Hexham, NE46 1QJ

2. NORTH TYNESIDE GENERAL HOSPITAL
   Rake Lane, North Shields, NE29 8NH

3. WANSBECK GENERAL HOSPITAL
   Woodhorn Lane, Ashington, NE63 9JJ

4. THE NORTHUMBRIA HOSPITAL
   Northumbria Way, Cramlington, NE23 6NZ

5. ALNWICK INFIRMARY
   South Road, Alnwick, NE66 2NS

6. BERWICK INFIRMARY
   Infirmary Square, Berwick-upon-Tweed, TD15 1LT

7. BLYTH COMMUNITY HOSPITAL
   Thornton Street, Blyth, NE24 1DX

8. HALTWISTLE WAR MEMORIAL HOSPITAL
   Westgate, Haltwhistle, NE49 9AJ

9. THE WHALTON UNIT
   South Road, Morpeth, NE61 2BT

10. ROTHBURY COMMUNITY HOSPITAL
    Whitton Bank Road, Rothbury, NE65 7RW

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OUR VISION

To be the leader in providing high quality, safe and caring health and care services and to lead collectively, with partners, to deliver system wide healthcare.

OUR MISSION

We will transform the traditional hospital based model to ensure people are true partners in determining their own health provision alongside maintaining, and where possible diversifying, our business model to secure a sustainable future.

KEY OBJECTIVES

- Patient and staff experience
- Financial sustainability
- Be the best place to work and train
- Reshape healthcare settings
- Realistic Medicine
- Flagship for quality care and quality improvement
- Public health
- Brand and relationships

CORE BUSINESS

- Patients and staff central to everything we do.
- Ambition to be the best at everything we do.
- Protecting the Northumbria for those who need it most and maximising patient interaction locally.
- Big focus on out-of-hospital care, including primary, community and social, plus population health.
- We take our role in the community seriously.
- Invest to save to secure a more resilient health service for the future.
- Commitment to be a good partner/corporate citizen.
- Prepared to innovate and take measured risk.
- Engaged and willing to listen.
- Ensure that patients and staff have the best experience possible every second of every day.

NON-CORE BUSINESS

- Create a range of income generating high quality consultancy services to support other organisations within the UK and internationally.
- Grow payroll, fleet and home electronics services by increasing the range of NHS partners and increasing take up rates within organisations.
- Assess market opportunities for healthcare diversification utilising partnerships where necessary.

KEY ENABLERS

- IT
- FINANCE
- HR & OD
- COMMS & ENGAGEMENT

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Delivering our strategy for population health

Key aims:

- Prevent disease and minimise its consequences
- Prolong valued life
- Reduce inequalities in health
- Improve health and wellbeing

Growing a healthier Northumbria

Making every contact count

www.northumbria.nhs.uk
Our Vision

“To provide a working environment in which staff are able to enhance and maintain their personal wellbeing and reach their full potential. We aim to empower our staff by creating a culture that is inclusive and supportive, and by providing services that meet their needs.”
Our Model

Targeted plus
(For those with existing problems/need more timely and proactive response to sickness absence, holistic assessment rapid access to services and support)

Targeted
(Identified through data, sickness monitoring and insights. Including targeted messages and awareness raising, line manager training and support)

Universal
(awareness raising, self help, reducing stigma and myth busting)

Making Every Contact Count (MECC) & MECC Plus
Governance

- Health & wellbeing strategy group
- Direct link to Board, reports into Workforce & Trust Partnership groups
- Executive Director and Non Executive Director leads, Health & Wellbeing lead and Health Trainer
- Part of wider Human Resources & Organisational Development Strategy
- Better Health at Work Award
Fitness opportunities

- Onsite fitness classes and gyms
- Running groups
- Corporate discounts at local gyms
- Beat the Board
- Fast track physiotherapy
Psychological wellbeing
• Headspace & Sleepio Apps
• Mediation service
• Mindfulness training
• Psychology and counselling support

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<thead>
<tr>
<th>Dehydration urine colour chart</th>
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<tbody>
<tr>
<td>Light green</td>
<td>&quot;You're probably well hydrated. Keep drinking fluids as normal.&quot;</td>
</tr>
<tr>
<td>Medium green</td>
<td>&quot;You're just fine – you could perhaps have a small glass of fluid soon.&quot;</td>
</tr>
<tr>
<td>Dark green</td>
<td>&quot;You could be becoming dehydrated. Try to increase your fluid intake soon.&quot;</td>
</tr>
<tr>
<td>Orange</td>
<td>&quot;Taking on board some more fluids now will prevent you from becoming more dehydrated. Discuss with your GP if you are on medication.&quot;</td>
</tr>
<tr>
<td>Dark orange</td>
<td>&quot;It looks like you're dehydrated. Increasing your fluid intake would be good. Discuss with your GP especially if you are on medication.&quot;</td>
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- NRT
- Confidential alcohol support service
- Prompts & nudges
- Staying hydrated

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IT'S ALL ABOUT YOU

TOP TIPS TO PREPARE FOR YOUR APPOINTMENT

MAKING DECISIONS THAT ARE RIGHT FOR YOU...
Some people find it useful to think about the things they would like to discuss ahead of their appointment. You can write these things down in the boxes below and then discuss these in your appointment.

Here are some of the things that people sometimes want to talk about. Tick any that are important to you.

- Sleep
- Medication
- Monitoring my health
- Healthier eating
- Pregnancy and contraception
- Driving/travel
- Benefits/money
- Pain
- School/college/work
- Feeling down/stressed or lonely
- Eating the right amount
- Giving up smoking
- My day-to-day health
- Alcohol
- Keeping active
- Relationships/sex life
- My future health

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Embedding the approach

Recruitment
- Online information and recruitment literature.

Induction
- Induction days and face to face.

Staff training
- Embedding in statutory and mandatory training.

Maintenance
- Appraisal discussion
- Staff survey.
Key enablers

- Effective Board-level leadership
- Skilled and knowledgeable team
- Capacity to collect and analyse data
- Tangible and visible staff engagement
- Time for staff to participate
- Collaboration
Working in partnership

- Staff side representation on strategy group, Workforce and Trust Partnership
- Initiatives supported include hydration campaign, healthy eating (healthier options in canteen), stop smoking, physical activity challenges, financial wellbeing, mindfulness
- We recognise the importance and benefits of good staff health & wellbeing – a healthy workforce is a productive workforce and direct link to improved patient care
Thank you