Partnership working at St George’s – The Trust’s Health and Wellbeing Strategy for Staff

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About St George’s

• Around 8,000 staff working across multiple sites including acute hospital and community services

• Based in Tooting, South West London

• Major trauma centre – helipad and 24 hours in A&E

• 2015 was a particularly challenging year for the trust; achieving FT status, going into deficit, and then undertaking the first six months of turnaround

• Turnover at 17% to 18%, sickness between 3 and 4%

• In-house OH team

• Health and wellbeing strategy is key priority!
What we did

1. Established a group of health and wellbeing champions including staff side and senior clinical representation

2. Established the Trust’s starting position –
   (Already offering Smoking cessation clinics, Flu campaign, Rapid access appointments, Balancing home and work policy, Revitalised, Stress policy, Staff counselling, Schwarz rounds, Robert Low centre and local discounts, Resilience training, Locally managed sports events)

3. Re-launched these offerings as a package via the Executive Director of Workforce

4. Decided next priorities – Lots of good ideas, very few resources!
   (HWB intranet pages, Global Corporate Challenge, Take the stairs campaign, Mindful employer renewal, Public Health Responsibility Deal, NICE guidelines
   HIN funding, London Healthy Workplace Charter, ‘Take a break’ campaign)
Challenges

There has been no investment/protected budget for promoting the existing health and wellbeing programme or to grow the offering – need to be creative!

The NHS is in a permanent state of transition which naturally creates a stressful working environment for staff – we have been upfront about this in our messaging.

Much of the fundamental support that can be put in place for staff will come from direct line managers, for example ensuring staff have satisfying work, team support and control over their work.

The intranet has limitations in how information is shared and presented – strong input from communications.
Critical Success Factors

• Good relationship with Communications

• Identifying partners – sponsors, Estates, charity, Southbank University, South East Thames College, South West London Mental Health

• Central coordination

• Senior ambassadors

• Staff side ambassadors

• Candid messaging with staff

• Make health and wellbeing ‘everybody’s business’
Successes
Successes
What's next?

• Evaluation; staff survey (this year we scored better on ‘Immediate manager does not take a positive interest in my health & well-being’ by 5%), 51% rated the HWB event as excellent and 49% rated it as very good, 86% of our employees now meet the recommendation of 10,000 steps per day vs. 25% pre-GCC, Staff wellness score is 6.9% above average

• Launch psychological therapies for staff

• Pilates Club

• Walking Club

• Boot camp in the community

• Staff ‘dance off’

• GCC 2016

• Introduce a Physio to OH

• Full time ‘wellness’ coordinator