

The NHS logo, consisting of the letters 'NHS' in white on a blue rectangular background.

London NHS Partnership

A small green horizontal bar.

London Health Unions & London NHS Employers  
are the London NHS Partnership  
**working together for London's workforce**

The NHS Employers logo, featuring a circular arrangement of blue dots to the left of the text 'NHS Employers'. Below this, it says 'Employer Engagement Team' and 'London' in smaller text.

NHS Employers  
Employer Engagement Team  
London

The London Social Partnership Forum

# Health and Wellbeing Subgroup

**Dr Andrew Barton, British Medical  
Association and Chair of the Health and  
Wellbeing Subgroup**

**Janine Prever, NHS Employers, Health and  
Wellbeing Subgroup Co-Ordinator**



## Introduction to the London Health & Well Being subgroup



- The NHS is the largest employer in the UK, that's a lot of staff to care for
- There are currently 36 NHS trusts in London employing approximately 236,000 staff and caring for the 8.17 million people living in the capital.
- The H&WB group was established over 11 years ago and is a subgroup of the London NHS Partnership (SPF). It is chaired by Dr Andrew Barton, BMA and co-ordinated by Janine Prever, NHS Employers
- The aim of the group is to assist in the improvement of the health and well-being of the London NHS workforce, both physically and mentally particularly post Covid.





Epsom and St Helier  
University Hospitals  
NHS Trust

NELFT  
NHS  
NHS Foundation Trust

Imperial  
College  
Healthcare  
NHS Trust

NHS  
Central London  
Community Healthcare  
NHS Trust

70  
YEARS  
OF THE NHS  
1948 - 2018

NHS  
Central and  
North West London  
NHS Foundation Trust

NHS  
South London and Maudsley  
NHS Foundation Trust

- There are 85 members of the London Health & Wellbeing subgroup with representation from Human Resources, Occupational Health, Trade Unions, ALBs and subject matter experts.
- The group usually meet on a quarterly basis at either a London Trust or NHS Employers office in Victoria however during the pandemic have been meeting virtually on a more regular basis.
- When Covid kicked in the group was already in place to support each other and share ideas, resources and provide a safe space to discuss issues and concerns

## Aims and Objectives

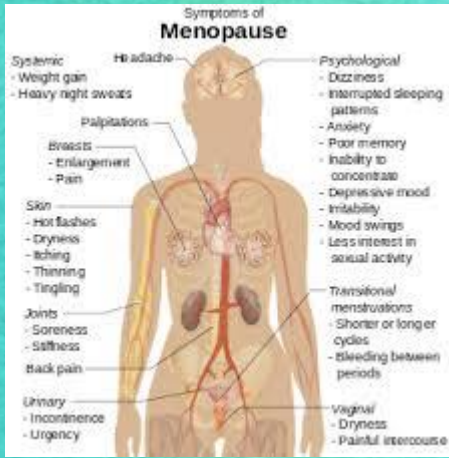
- Promoting and sharing best practice, strategies and tools across the NHS in London
- To work in partnership with NHS Employers to raise the profile of staff health and wellbeing in organisations via regular updates from the national team
- To share information, knowledge and best practice via a round up session at the start of each meeting.
- To scope what data is available with the aim to improve this data where necessary and the ability to measure success



## Milestones

- Following the group's success in expanding the uptake of Trusts signing up to the "London Healthy Workforce Charter", the group are looking at supporting the "Good Work Standard" which now encompasses the Charter.
- The group's progress continues to be fed back at the London Regional SPF meetings
- Prior to the pandemic the Health and wellbeing group held each of its meetings at a different trust in order to see work being done locally at: Imperial, Barts Health, The Homerton and CNWL





- Good practice continues to be shared with some trusts collaborating as a direct result of the subgroup particularly around menopause, sleep deprivation, physical activity providers, addressing bullying, staff survey results and financial wellbeing for staff.
- Attendance has increased as more London trusts join the group



stressed | anxious  
low | can't sleep

Good Thinking

Isn't it time you got some decent shut-eye?

www.good-thinking.uk #WorldSleepDay



**TACKLING BULLYING & HARASSMENT in the NHS**

WHAT IS BULLYING? 20% 5% 20% 20% 20%

WHAT IS HARASSMENT? 20% 20% 20% 20%

WHAT IMPACT COULD THIS HAVE?

ON THE ORGANISATION:

ON THE INDIVIDUAL:

WHAT CAN MY ORGANISATION DO?

WHAT CAN I DO?

17

196 Employees

**NHS Staff Survey 2018**

Look out for your invite in your email inbox



## Past Presentations

- Supporting the Spiritual in Holistic Health & Wellbeing
- Healthy Homerton: the journey
- Fatigue – Widening the audience
- Automated Health coach platform
- CNWL's Staying Well at Work Service
- Barts Health Musculoskeletal Health In The Workplace Conference
- Art Therapy for staff and patients
- Ovarian Cancer Action
- Imperial's Schwartz Rounds
- RCN's Rest, Rehydrate, Refuel

- Regular round up of local examples of health and wellbeing focusing on supporting all staff during the pandemic and then coming back to work
- London Stocktake Feedback and Discussion
- The National Health and Wellbeing offer
- Working with NHSEI on subgroups such as: Flexible and Home Working, Childcare task and finish Group, Pan London Health and Wellbeing Strategy
- Launch of London HWB Community Platform
- H&WB conversations in the people plan
- Funding bids update
- Relate Pilot in London

## Supporting each other during the pandemic

Prior to support from NHSEI central health and wellbeing team who started co-ordinating offers to the NHS, the group shared information about available resources to support staff

- *John Lewis* has kindly agreed to work with the BMA to provide things that could be used by the NHS staff during this emergency that will give them support and health and well being support
- *Airbnb* has launched a programme to provide free accommodation (entire homes and serviced apartments) to NHS workers all over the UK
- I have seen *M&S* information on face book and twitter and there are opening early on 2 mornings for NHS staff
- I'm working with all the catering supply companies. Also local restaurants and caterers who have surplus stock
- We are working with *New Covent Garden* to set up a van at Royal London and Whipps Cross with an idea of selling veg and fruit boxes using contactless payment
- You may have seen on twitter that we were donated a lovely flower installation for one of our hospital entrances
- I am in touch with a local group *WCU2020* who are distributing bags of beauty products to NHS hospitals in London via a team of volunteer delivery drivers

*“This group is an excellent opportunity for management, the unions and H&WB leads to get together to share. It is a vibrant and positive group and I am proud to be involved with it as the Chair. We all know that if you look after the staff they will look after the users of the NHS in a positive way so Health & well being of staff is so important. BMA London supports this initiative and any other that helps in this area of work”*

**Dr Andrew Barton, Chair of the Group, British Medical Association**

*“I have found being a member of the group really helpful and supportive. It has been a great forum for ticking up new ideas and discussing and reflecting on new initiatives. A member of the group shared a booklet called Fit in 50 seconds which I quickly followed up on and purchased 100 copies for our health and wellbeing ambassadors. The booklet has made a big difference to our ambassadors as they are now informed and empowered to share information and lead activities with staff”*

**Sue Merchant – North East London Foundation Trust**

*“Being linked in to other Trusts via the Health and Wellbeing sub group is reassuring and rewarding. Many of the staff benefits that CNWL have introduced have been shared with us by members of the group over the last few years. The group enables us to share best practices often saving valuable resources by not having to ‘re-invent the wheel’ a recent example of this was in relation to wellbeing intranet development ideas”*

**Julie Pearson, Central and North West London NHS Foundation Trust**

*I really do find these meetings so helpful. It is so brilliant to meet others in the health & wellbeing sector and to get inspired and encouraged.*

**Lauren Castledine-Wolfe, Kingston Hospital NHS Foundation Trust**

To join the Health and Wellbeing subgroup

And for more information please contact:

[janine.prever@nhsemployers.org](mailto:janine.prever@nhsemployers.org)

**Future meetings:**

- 20<sup>th</sup> April 2021 – 11.00 -1.00





*Alison Telfer, Royal College of Nursing*



**Beverley Flint, Camden and Islington NHS  
Foundation Trust**

**Margaret Bingham-Crisp, Homerton  
University Hospital NHS Foundation Trust**