

North East and North Cumbria Social Partnership Forum

Regional statement on people recovery – August 2021

Through the course of the COVID-19 pandemic, partnership discussions in the North East and North Cumbria Social Partnership Forum (NENC SPF) have consistently drawn a focus to staff wellbeing and support.

In recent months, this focus has been specifically on *people recovery*. Whilst COVID-19 infection rates and associated inpatient rates have reduced since the second peak, they remain high and therefore NHS colleagues are being asked to meet high expectations for service recovery and restoration of elective care. As you know these NHS colleagues and their teams are in many cases highly fatigued and feeling the psychological impact of the pandemic on their own life and family.

To ensure the physical and mental health of our staff is paramount, the NENC SPF calls on all employers to commit to:

- Ensure people recovery is a primary component of broader organisational strategy for service recovery and any clinical/estates planning
- Facilitate early engagement with local trade union representatives on the formation or adjustment of local people plans which may increase staff workload and/or impact on wellbeing
- Ensure regular review of local health and wellbeing offers for staff, including readily accessible, face-to-face interventions where required in addition to virtual/online offers
- Monitor early signs of trauma response, and support accordingly to ensure the psychological safety of staff

Our people are our single most important resource and asset, and NENC SPF calls on all employers to work in partnership with trade unions and undertake the above, to ensure colleagues are suitably supported as the NHS and our communities recovers. We are anticipating a resource will be available through the NENC SPF shortly to support line managers in this regard.

Thank you in advance for your support.

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Adele Heeley, British Medical Association

Terry Johnstone, UNISON

Rachael Metcalfe, South Tees NHS Foundation Trust

Joint Chairs of the NENC SPF