

Northern Care Alliance

Briefing Paper Health and Wellbeing September 2019



Health and Wellbeing Update: September 2019

Background

Over the summer we have been developing our Strategy and delivery plan to improve the Health and Wellbeing of staff. This work started with a Health and Wellbeing Survey which closed in July. The survey was used to identify those areas of improvement that staff identified as being important to them. It was also used to develop the delivery plan.

Health and Wellbeing Survey Results

1136 employees completed the survey from across all Care Organisations.

The main factors affecting the health and wellbeing of staff were identified as:

- Staffing levels
- The behaviour of colleagues and managers
- Car parking
- Management decisions
- Inability to switch off outside work

Staff also told us the things that had the greatest positive impact on their health and wellbeing are:

- Colleagues
- Flexible working
- Teamwork
- Work-life balance

Included within the survey were 5 questions, known as the World Health Organisation 5 Wellbeing index. These questions showed in the last 2 weeks that:

- Most staff said they have felt in good cheer more than half the time (or more frequently)
- Half felt calm and relaxed more than half the time (or more frequently)
- Most said their life was filled with things that interested them
- However, a minority of staff (46%) said they felt active.
- Only 31 % of staff said that woke up feeling fresh and rested more than half the time (or more frequently).

Health and Wellbeing Strategy

To address these concerns, a Health and Wellbeing Strategy has been developed (see attached), based on the feedback from the survey and has been developed in conjunction with Care Organisations and trade unions.

The Strategy is formed of four pillars:

- To create a Safe, Healthy & Inclusive Work Environment
- Active Involvement
- Tailored Support
- A culture that enables physical and emotional wellbeing

Aligned to the Patient Experience Strategy, each of these pillars is made up of 'I' statements and 'We' statements. The 'I' statements reflect how we would like staff to feel when they come to work. The 'We' statements reflect what management will put in place to enable this to happen.

It is anticipated that the Strategy will be signed off at September's Board.

Health and Wellbeing Delivery Plan

The Delivery Plan is structured using the same four pillars as the Strategy. Each of the 'We' statements have been mapped to specific work activities. The Delivery Plan is currently in a draft format, awaiting consultation with those functions who will be responsible for delivering the activities.

Current Health and Wellbeing Activities

While we wait for Delivery Plan to be signed off we have been implementing the following activities:

- We have introduced a training course for staff newly diagnosed with Cancer (in conjunction with Macmillan Nurses)
- We have introduced free Relki and Indian head massage sessions across all sites
- We are developing a programme for Health and Wellbeing Champions, which we will have on each shift
- We are aiming to train 500 Mental Health First Aiders across all sites by April 2020
- In October we are launching a new platform to promote all staff benefits in a single location with an extended range of benefits on offer
- Also in October we are launching a new Employee Assistance Programme across all sites, including offering access to 24 hour support and counselling to in addition to the service currently provided by Occupational Health.
- We are working with Simply Health to help staff look after their health and wellbeing which offers money back on some of your healthcare expenses.

Recommendation

It is recommended that this item is to note.

Dean Hambleton-Ayling
Associate Director Of Workforce

