



Staff Health and Wellbeing

Council of Governors
14/12/2021



#Team SHSC Health and Wellbeing

The main aim under Health and Wellbeing set out in our People Strategy is to -

- Prioritise health and wellbeing to support staff to feel healthy and happy at work, the following are the main objectives.*
- To develop a health and wellbeing offer for the Trust*
- To effectively engage staff and communicate the offer*
- To empower staff to proactively promote a healthy and safe working environment*
- To provide proactive health and wellbeing support for workers*
- To improve staff mental and physical health and wellbeing*

All our staff wellbeing activity is reviewed and monitored through our Health and Wellbeing Assurance Group and reported to People Committee. A range of networks including Staff Network Groups, Medical Staffing Committee and Staff Side.

Our health and wellbeing offer



Menopause



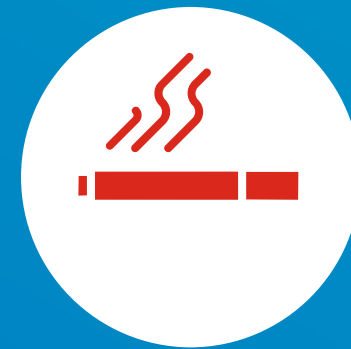
Physiotherapy



Financial wellbeing



Workplace Wellbeing



Smoking



Chaplains



Regional resources



Festival



Schwartz Rounds



Staff network groups



Sleep



Staff Side



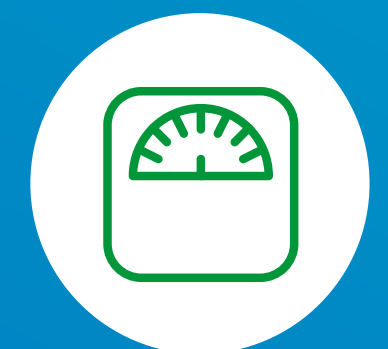
Apps



Alcohol



IAPT



Weight management

▶ Workplace Wellbeing

Workplace Wellbeing offer free, self-referral confidential counselling to anyone at Team SHSC.


Accessible to all staff , located on our intranet.
jarvis.shsc.nhs.uk/workplacewellbeing



WorkplaceWellbeing
STAFF COUNSELLING SERVICE



Developing our wellbeing culture

- **Flex for the Future** A 6 month NHSEI initiative focusing on building agile and flexible working strategies to support and retain staff
 - **Health and Wellbeing trailblazer activity** - partnership working with Regional NHSEI, a test and learn working group aimed at learning with and from other Trusts , with a view to building creative offers that can be effectively measured and evaluated.
 - Funded 12 months Health and Wellbeing Coordinator role (ICS SYB related) - new year campaign called *Know your Numbers and Make the Change*. Staff outreach activity, on the road visiting all teams focusing on education and intervention. We test BMI, weight & blood pressure encouraging people to seek help and advice where out of range
 - **Health and Wellbeing Staff Surveys/People Pulse** data evaluation
 - **Evaluation** of how we engage and communicate our H&W offer information at Induction stage and through change
 - **Embedding wellbeing conversations** into our regular supervisions, return to work meetings and PDRs
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▶ Examples of how we measure Impact

- Review and discussion of initiatives and strategy as part of the Health and Wellbeing Group takes place monthly. Our Health and Wellbeing Guardian attends this meeting (Non-Exec)
- Data that informs our evaluation:
 - **Qualitative and Quantitative employee feedback** from People Pulse, Staff Survey, localised surveys for specific work activity covering all sections that are directly or indirectly underpinned by wellbeing of our employees
 - **People Metrics** - Sickness, attrition (internal and external), presenteeism, recruitment volumes & time to recruit, holiday data, flexible working data, vacancies, staff side feedback, HR related ER cases
 - Hit rates on H&W articles and Intranet content
 - Referrals and outcomes from workplace wellbeing , Occupational Health and other interventions
 - Review and monitor through the Health and Wellbeing Assurance Group

