



<b>MEETING TITLE</b> Trust Board		<b>MEETING DATE</b> 26/05/2015	
<b>TITLE of PAPER</b>	Employee Wellbeing Strategy	<b>PAPER REF</b>	6.4
<b>STRATEGIC OBJECTIVE</b>	Create, attract and retain an enhanced and skilled workforce to meet service needs now and in the future Develop culture, systems and processes to support continuous improvement and innovation		
<b>PURPOSE OF THE PAPER</b>	The Employee Wellbeing Strategy has been developed by members of the newly formed Employee Wellbeing Group. The strategy sets out the Trust's commitment to providing services and support mechanisms for its employees to maintain and improve their own well-being.		
<b>For Approval</b>	<input checked="" type="checkbox"/>	<b>For Assurance</b>	<input type="checkbox"/>
<b>For Decision</b>	<input type="checkbox"/>	<b>Discussion/Information</b>	<input checked="" type="checkbox"/>
<b>AUTHOR / LEAD</b>	Kate Sims Associate Director of Human Resources	<b>ACCOUNTABLE DIRECTOR</b>	Ian Brandwood Executive Director of People and Engagement
<b>DISCUSSED AT / INFORMED BY –</b> The Employee Wellbeing Strategy has been developed by members of the People and Engagement directorate. It was reviewed and approved at the Employee Wellbeing Group in November 2014 and approved by Quality Committee in February 15.			
		<b>Committee/Group:</b> Quality Committee Choose an item.	<b>Date:</b> 05/02/2015 Click to enter date
<b>RECOMMENDATION</b>	It is recommended that the Board note the detail of the attached Employee Wellbeing Strategy and supporting action plans.		
<b>RISK ASSESSMENT</b>		<b>Yes</b>	<b>No</b>
<b>Corporate Risk Register and/or Board Assurance Framework amended</b> <i>If 'Yes' – expand in Section 4. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>

<b>Resource Implications (Financial, Workforce, other - specify)</b> <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Legal implications/Regulatory requirements</b> <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Equality and Diversity Implications</b> <i>If 'Yes' – please attach to the back of this paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>ASSURANCE/COMPLIANCE</b>			
<b>Care Quality Commission</b>	3: Caring 4: Responsive 5: Well led		
<b>Monitor Quality Governance Framework</b> <b>Choose a DOMAIN</b>	1: Ensuring required standards are achieved 5: Identifying and managing risks to quality of care Choose an item.		

## **1. PURPOSE / AIM**

- 1.1 The Employee Wellbeing Strategy has been developed by members of the newly formed Employee Wellbeing Group. The strategy sets out the Trust's commitment to providing services and support mechanisms for its employees to maintain and improve their own well-being.

## **2. BACKGROUND / CONTEXT**

- 2.1 Yorkshire Ambulance Service recognises that an important aspect of achieving our aim to be an employer of choice within the region is the promotion and maintenance of the physical and psychological wellbeing of our workforce.
- 2.2 This strategy has been created as part of a wider commitment to provide the best possible opportunities for employees to maintain or improve their wellbeing.
- 2.3 In return for providing the support mechanisms required to support our employees in maintaining and improving their wellbeing, colleagues will be expected to take action to maintain, and where necessary, improve their own health and wellbeing in order to fulfil the requirements of their role, to the best of their ability.
- 2.4 The accompanying action plans are being developed by the new Employee Wellbeing Group and will form the framework for the work to be undertaken to ensure that wellbeing is widely promoted and supported across the Trust.
- 2.5 The Trust will access resources available nationally and locally to support the wellbeing promotional activities outlined in the action plan and strategy. In addition, as part of the Occupational Health contract with PAM, resources are available which will support the delivery of key parts of the Employee Wellbeing strategy. It is therefore envisaged that the predominant resource requirement to support the implementation and ongoing development of the strategy will be the time release of members of the Employee Wellbeing Group who have already received the support of their managers to join the group and the attendance of staff at health promotion events as they arise. Where initiatives are identified which may require additional financial support, the Employee Wellbeing Group will present a business case outlining the resource being requested.

## **3. PROPOSALS/NEXT STEPS**

- 3.1 The Employee Wellbeing Strategy was launched in March 2015 and will be reviewed by the Employee Well-being Group periodically.

#### **4. RISK ASSESSMENT**

- 4.1 Other than the minimal resource implications referred to in 2.5 above, there are no risks identified with the implementation of this strategy.

#### **5. RECOMMENDATIONS**

It is recommended that the Board note the detail of the attached Employee Wellbeing Strategy and supporting action plans.

#### **6. APPENDICES/BACKGROUND INFORMATION**

**Appendix 1 – Employee Wellbeing Strategy**

**Appendix 2 – Mental Wellbeing Plan and Actions**

**Appendix 3 – Physical Wellbeing Plan and Actions**