



MEETING TITLE Trust Board		MEETING DATE 29/09/2015	
TITLE of PAPER	Employee Wellbeing Update	PAPER REF	6.2
STRATEGIC OBJECTIVE	Create, attract and retain an enhanced and skilled workforce to meet service needs now and in the future		
PURPOSE OF THE PAPER	To provide Trust Board with a progress update on the implementation of the Employee Wellbeing Strategy		
For Approval	<input type="checkbox"/>	For Assurance	<input type="checkbox"/>
For Decision	<input type="checkbox"/>	Discussion/Information	<input checked="" type="checkbox"/>
AUTHOR / LEAD	Robert Dinsdale, Employee Wellbeing Advisor	ACCOUNTABLE DIRECTOR	Ian Brandwood, Director of People & Engagement
DISCUSSED AT / INFORMED BY – include date(s) as appropriate (free text – i.e. please provide an audit trail of the development(s)/proposal(s) subject of this paper):			
PREVIOUSLY AGREED AT:	Committee/Group: Not Applicable Not Applicable	Date: Click to enter date Click to enter date	
RECOMMENDATION	Trust Board are recommended to take note of the progress so far		
RISK ASSESSMENT		Yes	No
Corporate Risk Register and/or Board Assurance Framework amended <i>If 'Yes' – expand in Section 4. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Resource Implications (Financial, Workforce, other - specify) <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal implications/Regulatory requirements <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Equality and Diversity Implications <i>If 'Yes' – please attach to the back of this paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>

ASSURANCE/COMPLIANCE**Care Quality Commission**
Choose a DOMAIN5: Well led
Choose an item.
Choose an item.**Monitor Quality Governance Framework**
Choose a DOMAIN3: Planning and driving continuous
improvement
Choose an item.
Choose an item.

PURPOSE/AIM

- 1.1 The aim of this paper is to provide Trust Board with a progress update on the implementation of the Employee Wellbeing Strategy.

2. BACKGROUND/CONTEXT

- 2.1 Employee wellbeing is now recognised as an integral part of good business practice. Innovative organisations have firmly established the association between promoting a culture of employee wellbeing and increasing performance/productivity. The Trust's Employee Wellbeing Strategy is a five-year strategy which outlines how the Trust will maintain and improve the wellbeing of our staff. It was launched in March 2015.

- 2.2 To underpin the strategy, an Employee Wellbeing Action Plan has been developed. The plan is based on priorities identified through Boorman's national NHS health and wellbeing review, the national public health agenda, supporting NICE guidance, as well as areas identified through the surveying of our staff and workforce information. The Employee Wellbeing Strategy and Plan focuses on a number of key themes:-

- Occupational health
- Physical wellbeing
- Mental Health & Emotional wellbeing
- Organisational wellbeing & people management
- Information/ promotion
- Economic wellbeing

3. PROGRESS TO DATE

- 3.1 The Employee Wellbeing Group was established in November 2014. Members of the group are drawn from different parts of the organisation and has staff side representation. The group is overseeing the delivery of the Employee Wellbeing Action Plans.

- 3.2 Since the implementation of the Strategy in March 2015 the following actions/ initiatives have been completed:-

- Development & communication of a calendar of wellbeing events
- Development and implementation of policy on post exposure management (needlesticks etc.)

- Physical competency assessments in place for Yorkshire Air Ambulance, Ambulance Intervention Team and Special Operations and Resilience Team
- Workstation assessment and redesign project in 111
- Development of delivery and communication plan for 2015/6 Flu campaign

3.3 A number of other initiatives are nearing completion. Full details can be found at appendix 1 (Employee Mental Wellbeing) and Appendix 2 (Employee Physical Wellbeing). Appendix 3 shows future actions, that this stage have not been progressed due to cost, organisational or time constraints.

4. PROPOSALS/NEXT STEPS

4.1 Work will continue to deliver the action plan. Progress will be monitored by the Employee Wellbeing Group. Further actions have already been identified (See long term actions listed on action plans) and these will be prioritised for delivery.

5. RISK ASSESSMENT

5.1 The delivery of some actions are being hampered by the lack of an identified budget for health and wellbeing initiatives. Work is underway to cost some of the initiatives and to identify an appropriate budget.

6. RECOMMENDATIONS

6.1 The Trust Board It is recommended to note the progress to date, and feedback any comments/recommendations to the Employee Wellbeing Group.