



MEETING TITLE Trust Board in Public		MEETING DATE 23/05/2019	
TITLE of PAPER	Health and Wellbeing Plan 2019/20	PAPER REF	6.2
STRATEGIC OBJECTIVE(S)	Best People: Attract, develop and retain a highly skilled, engaged and diverse workforce		
PURPOSE OF THE PAPER	This paper is to gain commitment from the Trust Board on: <ul style="list-style-type: none"> • The health and wellbeing agenda for 2019/20, which includes the delivery of a 12 month action plan • The projects/initiatives associated with the health and wellbeing plan. 		
For Approval	<input checked="" type="checkbox"/>	For Assurance	<input type="checkbox"/>
For Decision	<input type="checkbox"/>	Discussion/Information	<input checked="" type="checkbox"/>
AUTHOR / LEAD	Helen Houghton, Employee Health and Wellbeing Lead/Karen Angus, Head of HR	ACCOUNTABLE DIRECTOR	Christine Brereton, Director of Workforce and Organisational Development
AGREED AT TMG on 24th April 2019			
PREVIOUSLY AGREED AT:	Committee/Group:	Date:	
RECOMMENDATION(S)	It is recommended that the Trust Board: <ul style="list-style-type: none"> • Support the health and wellbeing agenda for 2019/20, which includes the delivery of a 12 month action plan • Support the projects/initiatives associated with the health and wellbeing plan 		
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"/>
Equality Impact Assessment - [New] <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input checked="" type="checkbox"/>	<input 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"/>
ASSURANCE/COMPLIANCE			
Care Quality Commission Choose a DOMAIN(s)		3: Caring 4: Responsive	
NHSI Single Oversight Framework Choose a THEME(s)		2. Quality of Care (safe, effective, caring, responsive) 3. Finance & Use of Resources	

HEALTH AND WELLBEING PLAN 2019/20

1. PURPOSE/AIM

- 1.1 This paper aims to gain commitment from the Trust board on:
- The health and wellbeing agenda for 2019/20, which includes the delivery of a 12 month action plan
 - The projects/initiatives associated with the health and wellbeing plan.

2. INTRODUCTION

- 2.1 The Health and Wellbeing agenda is crucial to the support we provide to our staff. Without staff being well when at work, the NHS could not deliver quality and effective care to patients. The Trust aims to create an environment with opportunities that encourage and enable staff to lead healthy lives and make informed choices that support their wellbeing.
- 2.2 YAS 2019/20 Health and Wellbeing plan builds on much of the work undertaken in the last 12 months from the 2018/19 plan, which was submitted to Board on 30th August 2018.
- 2.3 The Plan for 19/20 was developed incorporating the results from the national Health and Wellbeing Framework diagnostic tool exercise carried out in November 2018 where the Health and Wellbeing team were joined by Trust wide representatives and stakeholders. The exercise involved asking the stakeholders a series of questions relating to a number of themes. The themes included Leadership and Management, Data and communications, Healthy working environment, MSK, Mental Health and Healthy Lifestyles. The results from the exercise helped to be able to identify key areas for development for the Trust.
- 2.3 The plan is integral to the aims and objectives set out in the newly launched Trust People Strategy. One of the strategic aims is to “**create a healthy working environment enabling staff to perform at their best**”. The Trust plans to promote and communicate our health and wellbeing agenda to ensure all staff are fully aware of what is available with a special focus on continuing to raise mental health awareness and manage identified issues. The communication plan will be developed in the next month, and will use a range of communication methods to enable us to ensure as many staff as possible are aware of the health and wellbeing plans and initiatives on offer. The Health and Wellbeing team are also working in partnership with the Quality Improvement team in the development of the national ‘Project A’ work.
- 2.4 This paper and accompanying action plan (Appendix 1) for 2019/20 sets out our approach to health and wellbeing for the next 12 months.

3. ACHIEVEMENTS OF 2018/19

The following sets out the deliverables from the Health and Wellbeing Plan for 2018/19:

- Executive support on health and wellbeing was given from the Trust Board
- The formation of the Health and Wellbeing Steering Group

- A second successful flu vaccination programme - The Trust put in place a clear plan with the ultimate aim of achieving 100% compliance, the plan achieved 65% of frontline staff being vaccinated. The flu programme was a corporate wide project and the following actions led to our overall vaccination rate: -
 - Peer vaccination scheme with flu champions
 - Retail voucher incentive scheme
 - Clear communications and engagement plan including promotional posters with individual named staff pledging their commitment to the scheme
 - Regular Trust wide reporting of flu figures with a competitive approach from some Directorates.
 - A clear action plan was in place to ensure achievement of the actions.
- Back Care workshops delivered in all call centres and corporate areas.
- Physical Competency Assessments introduced for all new ECA posts.
- Mental Health First Aid training for Clinical Supervisors and NHS 111.
- Successful procurement of new Occupational Health Services.
- Much improved staff survey results in all questions relating to health and wellbeing.
- Full review of Post Incident Care support including recommendations

4. HEALTH AND WELLBEING ACTION PLAN FOR 2019/20

4.1 It is important to note that whilst this plan will run for 12 months, the Health and Wellbeing team will be working on a longer term three to five year plan. This longer term plan will require a full health needs assessment of the organisation and the workforce to ensure the needs are met.

4.2 The core focus of the action plan for 2019/20, as set out in Appendix 1, will be:

- Leadership and Management
- Data and Communications
- Health Working Environment
- Healthy Minds: Mental Wellbeing
- Healthy Bodies: MSK
- Healthy Lifestyles

5. MEASURES OF SUCCESS

5.1 The measures of success within the plan will be identified against the matrix in the People Strategy in addition to the positive improvement results from the Staff Survey, which asks a number of health and wellbeing related questions.

5.2 The 2019 CQUIN flu vaccination target for frontline staff is 80% and the health and wellbeing plan will also be measured against this target.

5.3 The final measure of success will be the Health and Wellbeing plan and its contribution towards the Trust sickness absence 1% reduction target.

6.0 NEXT STEPS

6.1 The delivery of the health and wellbeing plan will be monitored by the Health and Wellbeing Group in collaboration with relevant stakeholders and regularly reported to the Strategic Workforce Group to ensure the milestones are met.

7.0 RECOMMENDATIONS

It is recommended that the Trust Board:-

- Supports the health and wellbeing agenda for 2019/20, which includes the delivery of a 12-month action plan
- Supports the projects/initiatives associated with the health and wellbeing plan.

8. APPENDICES

Appendix 1 – Health and wellbeing plan for 2019/20