



MEETING TITLE Trust Board Meeting		MEETING DATE 04/06/2020	
TITLE of PAPER	End of Year Review: Health and Wellbeing Plan 2019/20	PAPER REF	TB20.008
KEY PRIORITIES	Attract, develop and retain a highly skilled, engaged and diverse workforce		
PURPOSE OF THE PAPER	This paper is to inform the Trust Board on the delivery of the health and wellbeing plan for 2019/20		
For Approval	<input type="checkbox"/>	For Assurance	<input checked="" type="checkbox"/>
For Decision	<input type="checkbox"/>	Discussion/Information	<input checked="" type="checkbox"/>
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DISCUSSED AT / INFORMED BY Trust Management Group			
PREVIOUSLY AGREED AT:	Committee/Group: Trust Management Group	Date: 13/05/2020	
RECOMMENDATION(S)	It is recommended that the Trust Board: <ul style="list-style-type: none"> Note the delivery of the 2019/20 Health and Wellbeing Plan and acknowledge plans for the development and delivery of the plan for 20/21. 		
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 <i>If 'Yes' – expand in Section 2. / 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 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	

1. PURPOSE/AIM

- 1.1 This paper aims to inform the Trust Board on the delivery of the health and wellbeing plan for 2019/20.

2. INTRODUCTION

- 2.1 The Health and Wellbeing Plan has been developed to support the delivery of the People Strategy and its specific aim to *“create a healthy working environment to enable staff to perform at their best”*.
- 2.2 The overall focus of our Health and Wellbeing aim is to create and embed a positive health and wellbeing culture. We will promote our health and wellbeing offerings to ensure all staff are aware of what is available and that it is embedded across the whole of YAS. We want to support staff to enable them to achieve good attendance and we will focus specifically on mental health to raise awareness and address identified issues of concern. This will contribute to YAS being known for our commitment to and investment in improving the health and wellbeing of our staff.
- 2.3 To support delivery of our Health and Wellbeing strategic aim for 19/20, we developed a supporting health and wellbeing plan which was agreed by TMG and the Board. Our health and wellbeing plan focussed on the following areas:
- Leadership and Management
 - Data and Communications
 - Health Working Environment
 - Healthy Minds: Mental Wellbeing
 - Healthy Bodies: MSK
 - Healthy Lifestyles

3. ACHIEVEMENTS OF 2019/20

- 3.1 Appendix 1 of this report is the Health and Wellbeing plan for 19/20 and its overall objectives. The plan outlines the achievements against the identified objectives, which in summary are as follows:
- Executive and Non-Executive support on health and wellbeing was given from the Trust Board
 - The continued support of the Health and Wellbeing Steering Group members.
 - 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 62% 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.
 - A mobile Health and Wellbeing Unit to support engagement work with employees
 - Physical Competency Assessments introduced for all new frontline operational posts.

- Mental Health First Aid training for all managers and the recruitment of 12 new MHFA instructors.
- Successful implementation and contract management of new Occupational Health Services.
- Much improved staff survey results in all questions relating to health and wellbeing.
- A full review of Post Incident Care support resulting in a newly developed Post Incident Care and Support Process.
- Proposal for a Peer Support Network, a Trauma Risk Management Tool and Mental Health professional support agreed by Executive team.
- Successful launch of the Trust wide wellbeing challenge and tools.
- Significant Health and Wellbeing support to the Co-vid 19 pandemic.

3.2 In developing and implementing the plan for 19/20 we have identified that our performance measures and outcomes need to be smarter and aligned to the specific KPIs outlined in the People Strategy for Health and Wellbeing. This will be addressed in our Health and Wellbeing plan for 20/21.

4. HEALTH AND WELLBEING ACTION PLAN FOR 2020/21

4.1 Developments of our Health and Wellbeing plan for 20/21 had been well advanced taking account of the second set of results from the national Health and Wellbeing Framework diagnostic tool exercise and the results from the health needs assessment both of which were finalised in February 2020. We had also started to analyse the results of the 2019 Staff Survey, where we saw some of our best results for health and wellbeing related questions. It was our intention to submit a draft plan for health and wellbeing for 20/21 alongside the review of our plan for 19/20. However, due to Covid-19 it is likely that we will need to reassess some of our key priorities around Health and wellbeing.

4.2 In light of the above, the Health and Wellbeing Plan for 2020/21 will need more careful thought and will need to be an integral part of our recovery planning from Co-vid 19. A more detailed health needs assessment will be considered taking account the health needs of staff living through the current pandemic. The detail for the 20/21 plan will be developed in line with the recovery planning model for the organisation in the coming week and months.

4.3 However we know from the areas of work identified during 2019/20 and emerging from Co-vid 19 that our focus is likely to be around:

- Recovery planning from Co-Vid
- Psychological support including:
 - Post Incident Care and support
 - Peer Support and Trauma Risk Management Methodology
 - The procurement of Mental Health Service Support
 - Mental Health First Aid Training
 - Suicide Prevention
 - Focus on smarter KPI and outcomes (as identified in section 3)

4.4 The Health and Wellbeing Group will oversee the development of the plan for 2020/21. They will form a sub group which will focus on the development of the plan, ensuring that feedback from staff is sought along with using the data and feedback as mentioned above. Through a number of channels including focus

groups we will gather information which will help shape the plan for 20/21, being mindful to ensure that the recovery from co-vid is very much encapsulated throughout.

5.0 NEXT STEPS

- 5.1 Once the health and wellbeing plan 20/21 has been developed, it will be submitted to TEG/TMG/Board for sign off. The delivery of the 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.

6.0 RECOMMENDATIONS

- 6.1 For Trust Board to note the delivery of the 2019/20 Health and Wellbeing Plan and acknowledge plans for the development and delivery of the plan for 20/21.