



**Board of Directors (held in Public)**  
**27 April 2023**  
**2022-2023 Health and Wellbeing Plan Closing Report**

**Item 4.2.1**

<b>Presented for:</b>	Information/approval
<b>Accountable Director:</b>	Mandy Wilcock, Director of Workforce and OD
<b>Presented by:</b>	Suzanne Hartshorne, Deputy Director of People and OD
<b>Author:</b>	Mussarat Suleman, Head of Employee Health and Wellbeing
<b>Previous Committees:</b>	TMG – 22 March 2023
<b>Legal / Regulatory:</b>	Health and Safety Legislation NHS People Plan

<b>Key Priorities/Goals</b>	Attract, develop and retain a highly skilled, engaged and diverse workforce All
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<b>Strategic Ambition</b>	(✓)	<b>BAF Strategic Risk</b>
1. Patients and communities experience fully joined-up care responsive to their needs		
2. Our people feel empowered, valued, and engaged to perform at their best	✓	2b Ability to ensure the physical and mental well-being of staff
3. We achieve excellence in everything we do		
4. We use resources wisely to invest in and sustain services		

<b>Key points</b>	
1. This paper shares with Trust Board the closing report for 2022-23 Health and Wellbeing Plan for assurance and approval.  2. It is recommended that the Trust Board: <ul style="list-style-type: none"> <li>• Note the contents of the report and the continued progress.</li> <li>• Approve the suggestions of carrying forward the highlighted actions into the 2023/24 Health and Wellbeing Plan</li> </ul>	For Information/approval

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**Report of the Director of Workforce and Organisational Development**

**1. Summary**

- 1.1 This paper provides a closing summary of the progress made against the priorities as set out in the 2022/23 Health and Wellbeing Plan.
- 1.2 The Board are asked to note the contents of this paper and approve the suggestions of carrying forward into the 2023/24 Health and Wellbeing Plan the priorities as detailed in section 3.4 and 3.5 of this paper.
- 1.3 The closing summary against the 2022/23 Health and Wellbeing Plan and the respective recommendations to carry forward the identified priorities into the 2023/24 Health and Wellbeing Plan were presented to and approved by the Trust Management Group on 22<sup>nd</sup> March 2023.

**2. Background**

- 2.1 The 2022/23 Health and Wellbeing Plan was 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 plan was developed in consultation with a wider group of stakeholders, including members of the Health and Wellbeing Group, and approved at TMG and Trust Board.
- 2.3 The plan focussed on the following four areas aligned to the NHS Wellbeing Framework:

Healthy Relationships  
Healthy Workplace  
Your Health and Wellbeing  
Compassionate Managers and Leaders

**3. Progress against the 2022-23 Health and Wellbeing Plan**

- 3.1 Appendix one of this report details the full 2022/23 Health and Wellbeing plan, the priorities and progress against each respective objective. On the whole, despite the extreme challenges faced by the Trust, progress against the plan has continued. It is important to note that delivery against some objectives within the plan had been delayed due to Trust wide pressures, and prioritisation of other work outside of this plan.
- 3.2 The plan identified 16 objectives for the period 2022/23. The current RAG rating is as follows:

Completed (Green): 12 objectives.  
In development/delivery phase (Amber): 4

- 3.3 It is pleasing to see the positive progress made against these priorities, given the challenging year we have had. Some of the completed objectives have included the

review of the health and wellbeing element of the induction programme, team visibility, development of the Pulse site, enabling easy access to relevant information and support, the approval of the occupational health business case and the development of the suicide pre- and postvention tool.

- 3.4 Four priorities have remained in the development/delivery phase and thus could not be completed before the year end. These were:
- Reinvigorating the health and wellbeing champion element of the Cultural Ambassadors and respective Continuing Professional Development (CPD)
  - Promotion of the peer support and trauma risk practitioners' network and the support offered.
  - Approval and launch of the health and wellbeing guidance.
  - Continued delivery of the compassionate conversations training package
- 3.5 These priorities are pivotal in helping to build a skilled workforce, who have the right tools, help and confidence to support themselves and their colleagues. Thus, it was recommended and accepted by TMG that these actions be carried forward into the 2023/24 Health and Wellbeing Plan to be successfully seen through to completion.
- 3.6 Alongside the Plan, delivery against the campaigns calendar has also progressed well. Key campaigns delivered have included mental health awareness, physical fitness, and financial wellbeing. Spotlight on key national dates have also been promoted throughout the year working closely with Corporate Communications. The calendar has also supported the promotion of the vaccinations programme which saw an up-take of 51.7% flu vaccinations amongst frontline staff.
- 3.7 Overall, we have seen positive returns within the health and wellbeing agenda both for the health and wellbeing team and wider colleagues. Feedback has been positive and as we can see from the 2022 NHS National Staff Survey scores, 45% of the respondents stated that they felt the organisation takes positive action on health and wellbeing, an increase of 3% points from the previous year, and 65% also stating that their immediate manager takes a positive interest in their health and wellbeing. There is still a long way to go, however it is encouraging to see that we are on the right trajectory for this journey.

#### **4. Additional Health and Wellbeing Initiatives**

- 4.1 In addition to the sixteen priorities detailed in Appendix one, the Health and Wellbeing Team have been busy supporting additional interventions/activities throughout the year.
- 4.2 Some of the additional interventions that the team have been involved in have included support at operational investment days, setting up a menopause task and finish group to support the development, approval and launch of the Trust menopause policy, increased visibility at Emergency Departments during peak demand periods, delivery of alcohol awareness campaign, supporting Selby station to set up a men's support group and successfully securing extra monies to support staff wellbeing in-year and delivered accordingly: £50k from the Association of Ambulance Chief Executives (AACE) to support call centre staff health and wellbeing and £204,987 from Health Education England (HEE) to support wider staff wellbeing.
- 4.3 The non-recurrent funding from AACE and HEE has enabled the delivery of additional psychological support sessions, purchase of hot meals and vouchers, pilot of Virgin Pulse Go interactive app, and purchase of merchandise.

4.4 Following the initial successful bids, the team have since been successful in the second round of bids via AACE. An additional £29k has been secured and work is currently underway with the view to implementing the additional interventions over the coming months.

## **5. Financial Implications**

No financial implications to note.

## **6. Risk**

No risks identified.

## **7. Communication and Involvement**

2022/23 Health and Wellbeing achievements will continue to be promoted using various forums and channels such as local meetings, Health and Wellbeing Pulse site and staff updates.

## **8. Equality Analysis**

All activities / interventions delivered have been inclusive with no negative impacts.

## **9. Publication Under Freedom of Information Act**

This paper can be made available under the Freedom of Information Act 2000.

## **10. Next Steps**

The outstanding priorities as identified in section 3.4 to be carried forward for completion as part of the 2023/24 Health and Wellbeing Plan.

## **11. Recommendation**

It is recommended that the Board:

- Note the contents of the report and the continued progress.
- Approve the suggestions of carrying forward the highlighted actions into the 2023/24 Health and Wellbeing Plan

## **12. Supporting Information**

The following papers make up this report:

*APPENDIX 1 – Health and Wellbeing Plan 2022/23 RAG rated attached.*

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