

## Board of Directors (in Public)

### Item 3.3

**Subject:** Health & Wellbeing Update  
**Date of Meeting:** Tuesday 30<sup>th</sup> March 2021  
**Prepared by:** Vicki Wilson, Head of HR  
**Presented by:** Karen Nightingall, Chief People Officer  
**Purpose of Report:** To Note

BAF Reference	Impact on BAF
DP1, DP2	Ensuring that we support the health and wellbeing of our staff is an essential part of 'Looking after our people', a key theme of the Trust's People Plan and the national People Plan.

#### 1. Executive Summary

This paper provides an update to the Board of Directors regarding current and new health and wellbeing activities to support our staff and deliver against the looking after our people objectives of the People Plan.

#### 2. Looking after our people

LHCH has made a commitment through its People Plan to put the health and wellbeing of our people at the heart of what we do. As a good employer, it is our moral imperative to make sure our people have the practical and emotional support they need to do their jobs. We will build on the support given during the Covid-19 response to ensure that our people feel more valued and supported, we are able to build on the flexible working changes that have emerged, and we are able to attract and retain the best talent to continue to deliver outstanding care.

A review of the Trust's Occupational Health (OH) provision was undertaken by the Head of HR and reported to the Executive Team (January) and Operational Board (February). The review proposed potential collaboration with Alder Hey for the continued provision of OH services through Team prevent. Discussions are now underway to agree a revised specification and pricing to take effect upon expiry of the existing contract in July 2021, and early indications suggest potential savings in the region of £18k as well as improved service quality, building on interim changes negotiated in September 2020.

The national People Plan sets out an expectation that every member of the NHS should have a health and wellbeing conversation and develop a personalised plan. As part of this conversation, line managers will be expected to discuss the individual's health and wellbeing, and any flexible working requirements, as well as equality, diversity and inclusion. Whilst nationally the plan suggests these conversations may fit within an appraisal, job plan or one-to-one line management discussion, and should be reviewed at least annually, (the approach advocated across Cheshire and Merseyside and articulated in guidance produced by the OD network), is that HWB conversations will ideally be conducted separately to the annual appraisal, distinguishing the conversation about wellbeing from the conversation about job performance

and development. Wellbeing conversations, encouragement to arrange and complete them should be driven by line managers and wellbeing champions/guardian. The Education Team has begun to develop a framework for the completion, recording and reporting of HWB conversations across LHCH and this will form part of regular reporting to the People Committee.

The Chief People Officer has been appointed as the Trust's Wellbeing Guardian. A Wellbeing Guardian is a senior leader that questions decisions and challenges behaviours that impact on the health and wellbeing of staff and will work inclusively to encourage a model of wellbeing leadership. A separate paper to the Board of Directors provides further detail about the role of the Wellbeing Guardian.

The Health & Wellbeing group (HWG) has been relaunched, overseen by the Chief People Officer and chaired by the Head of HR and includes new representatives from across a range of areas who will actively contribute to coordination and promotion of health and wellbeing activities. Agreement of a clear strategy to support the psychological wellbeing of staff is an important early focus for the group and this work is being led by Dr Mark Griffiths, Consultant Lead Clinical Psychologist who is also now a member of the (HWG). Fiona Altintas, Head of Nursing (Surgery) is also a new member of the HWG and is undertaking a project to pilot implementation of an Early warning system supporting staff psychological safety.

The HWG will help to coordinate and promote the Trust's health and wellbeing activities and utilise the NHS Employers health and wellbeing calendar of national campaigns as a framework for health promotion activities throughout the year. In April we will launch a new monthly Health & Wellbeing newsletter to update staff about available health and wellbeing services and resources and current and upcoming events. This will be themed each month to promote a particular health and wellbeing topic and to include relevant advice and tips along with offers and prizes. This will begin with the theme of Stress, the Trust's biggest single cause of absence, to coincide with National Stress Awareness month in April (see 3.1 below). Following positive staff feedback, the Trust will also reintroduce 'fruit and veg van' provision and make a charitable funds bid to support regular Reiki and Yoga sessions for staff.

The WellPoint Kiosk which is now located in the Staff Hub continues to have regular users, although at a much lower level than pre-Covid-19. Whilst the volume is lower, the reporting information is reasonably consistent and shows that of those who have used the kiosk, 60% have higher than normal body fat, 65% are overweight or obese, 18% have high blood pressure and 74% have heart age greater than their actual age. These reports will be shared monthly with the new HWG to inform future staff health promotion activities.

The Trust is working with Vivup to launch a new Staff Benefit portal in April 2021. Vivup enables the Trust to build a bespoke staff benefits programme and the free platform offers a central portal for the efficient access and administration of benefits. This will also include the expansion of the Trust's staff benefit offers to include a range of lifestyle savings including high street and supermarket retailers, dining out and take away, health fitness and beauty, online shopping and travel and entertainment.

The Executive Team has also agreed that in response to the Staff Survey, all staff will be given their birthday as a day's paid leave in 2021/22. The Trust is keen for staff to use this additional time to do something that contributes positively to their wellbeing.

### **3. Upcoming Events**

#### **3.1. Stress Awareness Month – April 2021**

During Stress Awareness Month, healthcare professionals and health promotion experts across the country will join forces to increase public awareness about the causes and cures for our modern stress epidemic. To coincide with Stress Awareness Month, the Trust will be

launching a series of new staff benefits and health and wellbeing offers described above, as well as running a targeted campaign to promote awareness of and provide guidance regarding ways to manage stress.

### **3.2. World Health Day 2021**

April 7<sup>th</sup> of each year marks the celebration of World Health Day and the theme for 2021 is ***building a fairer, healthier world***. As COVID-19 has highlighted, some people are able to live healthier lives and have better access to health services than others - entirely due to the conditions in which they are born, grow, live, work and age. This leads to unnecessary suffering, avoidable illness, and premature death. This is not only unfair: it is preventable. We will focus on our role as a model employer in helping to ensure that everyone has living and working conditions that are conducive to good health. This will be an opportunity to promote how we support wellbeing at work and work life balance, promote and encourage health and wellbeing conversations, and support people with managing their financial wellbeing.

### **3.3. Reopening of the Staff Gym**

In line with the government's proposed 4 step plan, gyms and other types of indoor leisure in England could open from 12<sup>th</sup> April. Subject to confirmation of this, the newly refurbished staff gym which benefited from a £35k investment prior to Covid-19, will reopen on Monday 12<sup>th</sup> April 2021. Individuals are only permitted to visit gyms alone, or with other members of their household as indoor group exercises classes will not be allowed until at least 17<sup>th</sup> May. All individuals will still need to make sure social distancing rules are followed and this will be particularly important in the staff gym owing to the small size and lack of ventilation.

## **4. Recommendations**

The Board of Directors is requested to note the contents of this paper.