

BOARD MEETING

29 November 2018

Paper Title:	Health and Wellbeing Strategy for Staff
Lead Director:	Sandra Knight, Director of HR / OD
Paper Author:	Fay Davies, Head of Workforce Development
Agenda Item:	9
Presented For:	Approval
Paper Category:	Strategy & Planning

Executive Summary:

BDCFT's Workforce Health and Wellbeing Strategy describes the aims for a healthy organisation with engaged and positive employees and communicates to all staff the Trust's commitment to supporting their health and wellbeing. There is a wealth of evidence that establishes the link between happy, health, engaged and motivated staff and outcomes for patients. This strategy is key to ensuring not only our ability to recruit and retain staff and support their productivity, but also to enabling the delivery of safe, high quality care.

Health and wellbeing is about being emotionally healthy as well as physically healthy. The strategy aims to create a culture and environment in which both managers and staff are focused on improving and maintaining health and wellbeing.

Recommendations:

That the Board/Committee:

- Approves the Strategy.

Governance/Audit Trail:

Meetings where this item has previously been discussed (please mark with an X):					
Audit Committee		Quality & Safety Committee		Remuneration Committee	Finance, Business & Investment Committee
Executive Management Team	x	Directors		Chair of Committee Meetings	Mental Health Legislation Committee
Council of Governors					

This report supports the achievement of the following strategic aims of the Trust: <i>(please mark those that apply with an X):</i>	
Quality and Workforce: to provide high quality, evidence-based services delivered by a diverse, motivated and engaged workforce	x
Integration and Partnerships: to be influential in the development and delivery of new models of care locally and more widely across West Yorkshire and Harrogate STP	
Sustainability and Growth: to maintain our financial viability whilst actively seeking appropriate new business opportunities	

This report supports the achievement of the following Regulatory Requirements: <i>(please mark those that apply with an X):</i>	
Safe: People who use our services are protected from abuse and avoidable harm	
Caring: Staff involve people who use our services and treat them with compassion, kindness, dignity and respect	
Responsive: Services are organised to meet the needs of people who use our services	
Effective: Care, treatment and support achieves good outcomes, helps to maintain quality of life people who use our services and is based on the best available evidence.	
Well Led: The leadership, management and governance of the organisation make sure it's providing high-quality care that is based around individual needs, encourages learning and innovation, and promotes an open and fair culture.	
NHSI Single Oversight Framework	

Equality Impact Assessment :
Not required

BDCFT Workforce Health and Wellbeing Strategy

1. Background and Context

The Trust is committed to the health and wellbeing of its employees. As a health service, health and wellbeing applies as much to our staff as it does to our patients and service users, their carers and the local populations. The recent publication (May 2018) of the NHS Workforce Health and Wellbeing Framework emphasises the need for NHS workplaces to become environments that encourage and enable staff to lead healthy lives and make choices that support positive wellbeing.

2. Project/Proposal

The strategy aims to:

- Create and maintain a safe and healthy working environment.
- Improve and maintain physical and emotional wellbeing and support associated lifestyle choices amongst staff.
- Support people with manageable health problems or disabilities to continue working and enable the Trust to retain valued skills, knowledge and experience.
- Improve staff satisfaction, recruitment and retention to assist the Trust to become an employer of choice.
- Support the Trust's objectives by ensuring that resources are effectively utilised and objectives are achieved.
- Encourage staff to take responsibility for their own health and wellbeing.

3. Implications

3.1 Legal and Constitutional

None

3.2 Resource

None

3.3 Quality and Compliance

There are no CQC requirements which relate to the strategy.

4. Risk Issues Identified

No risks identified.

6. Monitoring and review

The strategy and its associated action plan will be monitored and overseen by the Health and Well-being Steering Group with any exceptions in performance reported into the Workforce Transformation Steering Group which in turn reports into the Executive Management Team.

7. Timescales/Milestones

Timescales associated with delivery of the strategy are reflected in the action plan.