JUNE 2015

SUMMARY OF NHS EXEMPLAR ORGANISATIONS
DRIVING IMPROVEMENTS
Birmingham Children’s Hospital

Implementing health and wellbeing initiatives to reduce stress at work

Staff at Birmingham Children’s Hospital (BCH) were struggling to cope with challenges and stress at work. The trust turned this around by making ‘caring for BCH’ everyone’s responsibility. As a direct result of reducing stress, BCH have seen a 9 per cent decrease in stress-related absence and an increase in staff engagement.

The strategy incorporated a full range of resources and interventions including resilience workshops, exercise classes, mentally healthy workplace training and awareness campaigns. Find out more about how they implemented the strategy, initiatives offered, and what the trust did to make their vision a success on our health and wellbeing webpages or speak with Sara Brown, deputy chief officer of workforce and head of education and OD for BCH.
Bradford District Care NHS Foundation Trust

Staff engagement and wellbeing

In 2012/13 the trust’s absence stood at 6.2 per cent, with a culture of managers who were often reluctant to tackle sickness absence in a proactive manner.

When reviewed, it was recognised that there was a lack of staff and management engagement. There were also limited options for early intervention strategies for staff to maintain and improve their general wellness. The trust now has an absence rate of 4.2 per cent having implemented its employee health and wellbeing strategy.

Find out more of what they did and how they achieved it by speaking to Fay Davies, and read the full case study on our health and wellbeing webpages.
Guy’s and St Thomas’ NHS Foundation Trust

Five ways to a healthier trust
Following a review of staff benefits in 2010, in which staff participated and provided their views, health and wellbeing was considered and remains a top priority for staff. A strategy was developed to address how the trust could improve patient experience by keeping staff at work and reduce sickness absence – resulting in a more productive and happier workforce. They also wanted to ensure that the strategy was sustainable and cost effective, accessible to all and capable of being embedded in their corporate culture.

The trust has achieved an Investors in People (gold standard), including assessment under the health and wellbeing good practice award.

Find out more of what they did and how they achieved it by speaking to Helen Kay, and read the full case study on our health and wellbeing webpages.
Northumbria Healthcare NHS Foundation Trust

Implementing a trust-wide healthy weight strategy

Driven by feedback from 1,600 staff, the healthy weight strategy aimed to tackle obesity and promote physical activity across the trust. Over 500 staff took part in the strategy resulting in improved team morale, weight loss and increased physical activity.

The strategy utilised a unique network of volunteers to communicate with staff and drive targeted initiatives such as weight management groups, a pedometer challenge and catering changes in the onsite vending machine and restaurant. Find out more about the range of initiatives offered, how the strategy was implemented and what the trust did to turn their challenges into successes on our health and wellbeing webpages or speak to Ann Stringer, Northumbria’s HR director.
Nottingham University Hospitals NHS Trust

NUH health and wellbeing: excellence in employee wellbeing

To tackle the challenge of increasing physical inactivity, the organisation started a health and wellbeing programme encouraging staff to be active every day. As a result of this, over 3,000 staff have attended the onsite fitness clubs and gym over the last year.

The staff sickness rate is at an all-time low of 3.43 per cent. Their strategy also included bike repairs, regular health checks, national bike week events, running courses and a trust-wide walk-off.

Chat to Nicky Hill, the trust’s HR director, at the meeting to find out how they achieved such high attendance and what challenges they faced. Read the full case study on our health and wellbeing webpages.
Oxleas NHS Foundation Trust

Improving staff experience
Back in 2005 the NHS staff survey results showed that Oxleas’ score was average, but more importantly it was getting worse. The challenge was to increase the score through improving their staff experience.

It has taken a number of years to achieve the current position and requires ongoing effort to maintain and improve the same, and there is no silver bullet to delivering high levels of staff engagement.

Find out more of what they did and how they achieved it by speaking to Simon Hart, HR director, and read the full case study on our health and wellbeing webpages.
Salisbury NHS Foundation Trust

Delivering an outstanding experience for every patient through staff health and wellbeing

Compelled by excellence in patient care, the trust set about improving their staff health and wellbeing. They saw that the most common reason for sickness absence was due to mental health issues and that this had a direct impact on patient care.

The trust developed an exciting health and wellbeing strategy, including training and support for line managers and employing a mental health nurse for staff. Their sickness rate for mental ill health decreased from 14.49 per cent in November 2014 to 9.8 per cent in March 2015.

Find out what challenges they faced by speaking to Alison Kingscott, Salisbury’s HR director and read the full case study on our health and wellbeing webpages.
South London and Maudsley NHS Foundation Trust

Improving health and wellbeing
Observing that staff were feeling the psychological effects of increasing demands on the NHS, South London and Maudsley teamed up with other trusts in the London region to roll out a health and wellbeing pilot to improve staff morale in the workplace. 466 members of staff took part in the pilot.

Their initiatives focused on promoting physical activity, mental health recovery and working with staff side reps to develop a full health and wellbeing strategy. Find out more about how they implemented the strategy, initiatives offered, and what the trust did to make their vision a success on our health and wellbeing webpages or speak to Louise Hall, HR director for South London and Maudsley NHS Foundation Trust.
The Walton Centre NHS Foundation Trust

Work well the Walton way

The Walton Centre NHS Foundation Trust combated their fragmented approach to health and wellbeing with a new strategy, ‘Work Well the Walton Way’ – a comprehensive action plan tackling all areas. The key to the strategy and action plan’s success was the involvement of staff and unions in its development and implementation. The trust held an open day which was supported by local business partners, both private and public sector, and attended by over 300 members of staff.

The strategy’s success was also evidenced in a staff sickness reduction of over 7 per cent, the staff survey results and the trust being awarded the Investors in People (IIP) Health and Wellbeing Good Practice Framework, the first trust in the north of England to receive the award.
West Midlands Ambulance Service NHS Trust

**Improving health and wellbeing across 5,000 square miles**

Recognising the importance of having a motivated mobile workforce, the trust developed a health and wellbeing strategy with a focus on the importance of line managers. This resulted in a reduction in sickness absence of 0.64 per cent.

Line managers are regularly trained and receive up-to-date health and wellbeing information. They now give health and wellbeing focused appraisals, providing staff with the opportunity to talk about their health.

Find out more of what they did and how they achieved it by speaking to Kim Nurse, WMAS’ HR director, and read the full case study on our health and wellbeing webpages.
Health and wellbeing feature trust
York Teaching Hospital saw that an initial investment in health and wellbeing had the potential to help the trust make significant savings. The amount lost to sickness absence at the trust was £8,800 daily.

The trust implemented several initiatives to engage their staff and help improve the health of their staff. From a global corporate challenge, to supporting their line managers with more training, the trust managed to improve health and wellbeing across the organisation.

Read more of what they did in the case study on our health and wellbeing webpages and speak to Sue Holden, HR director at York, for more information.