LEADERSHIP & STAFF WELLBEING

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Respect and Compassion
Engagement and Involvement
Improvement and Development
Working Together
Our vision is to provide safe, compassionate and high quality care that improves the Health and Wellbeing of the people of East Sussex.

We aim to empower our staff by creating a culture that is compassionate, inclusive and supportive.
7 Key Priorities

- **Priority 1** – We will ensure Health & Wellbeing initiatives are backed with strong leadership and visible support at Board & Senior level.

- **Priority 2** – We will get better at identifying where improvements are needed and the way we plan initiatives to support staff Health & Wellbeing.

- **Priority 3** – We will ensure our staff have access to local, high quality and accredited Occupational Health services.

- **Priority 4** – We want you to feel safe to raise concerns and to have the tools you need to look after your emotional and psychological wellbeing.

- **Priority 5** – We want to support our staff with an environment and opportunities that enable them to lead healthy lives and make good choices to support their wellbeing and to enable them to promote.

- **Priority 6** – We will work towards the international health promotion standards to become a Health Promoting Trust to benefit our patients, community and staff.

- **Priority 7** – We will support our staff to maintain good mental health in the workplace.
Actions

- Appointed an executive director to champion and sponsor Health & Wellbeing across the Trust and ensuring Health & Wellbeing is regularly discussed at Board meetings and Committees.

- Business Planning - Work with Associate Director of Planning and Business Development to ensure wellbeing embedded into the planning cycle.

- Director of Nursing – directly champions, support and ensure funding for Take a Break Campaign during winter pressures Schwarz rounds and also the development of Menopause workshops.

- Focus on Workforce Data to drive improvement, ensuring accessibility of data to frontline managers.

- Ensuring that the Trust’s health and safety plan is implemented and monitored.

- Embedding a culture throughout ESHT focusing on a compassionate leadership style - launching a new manager’s orientation programme which highlights Health & Wellbeing responsibilities both to self and to colleagues.

- Work with managers to ensure Health & Wellbeing is a standing agenda item at all team meetings and covered in all performance reviews.
WORKFORCE 19/20 ROADMAP

TOTAL WORKFORCE CIP

OPTIMISATION
Total fte opportunity
• Turnover
• Annual Sickness remains
• Vacancy
• Workforce Efficiency

CIP TARGET
• Optimization
• C/forward
• Gap to find

TRANSFORMATION - 4 of 6 Programmes
Total workforce CIP
• Sustainable Urgent Care
• Productive Planned Care
• Best at Managing Frailty Investment
• Business Processes, Back Office, Grip & Control

UTILISATION OPPORTUNITY
1. Optimisation – tbc
2. Transformation - tbc

START 6,734
Take A Break Campaign
Mental Health Focus

- Stress Reduction programme
- Mental Health Awareness for Managers
- Compassion without Burnout
- Looking after yourself presentations
- Wellbeing drop in Session with local partners and business
Junior doctors Wellbeing Forum
Take 5-A safe space for doctors to speak of their own experiences, their emotions and thoughts in a place they can simply be heard.
Through qualitative analysis, presented at the South London Trainee Network – Inspiring Excellence Conference 2017, the ‘Take 5’ initiative helps reduce rates of stress and burnout.
Road Shows across multiple sites
HR Operational Managers
Next Steps

➢ To continue working with ESHT Leadership providing tailored support to embed Wellbeing strategy for local teams

➢ Generic focus on all staff groups, in particular with nursing staff where there is the highest number of days loss per month

➢ Enhance all Programmes which support Physical and Mental wellbeing

➢ Improvement Hub- Support and involve our staff to improve and deliver excellence in care for those who use our services, by ensuring that wellbeing initiatives are part of the improvement journey and are well evaluated

➢ Work with Medical Leadership to ensure that our consultants and junior doctors are supported in terms of their wellbeing
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