

VITAL SIGNS: EIGHT ELEMENTS OF WORKPLACE WELLBEING

8. EVALUATE AND ACT

- Use your strategic objectives to build a robust evaluation
- Plan your evaluation from the start
- Act on your findings

7. HEALTH INTERVENTIONS

- Take a targeted approach, particularly to MSK and stress
- Prevention and self management
- Use available support services
- Ensure interventions are accessible for staff
- Rapid access for staff

6. HEALTHY WORKING ENVIRONMENT

- Encourage staff to take personal responsibility
- Use behaviour change techniques to support and encourage healthy behaviours
- Link with Public Health agenda and implement NICE guidance

5. ENGAGEMENT

- Engage with staff
- Engage with key stakeholders
- Involve and engage union reps

1. LEADERSHIP AND MANAGEMENT

- Create a forward focused, collective leadership culture
- Recruit board and clinical champions
- Have an effective wellbeing lead
- Support line managers through training

2. ORGANISATION-WIDE PLAN

- Have a clear vision
- Set robust, measurable objectives
- Identify all wellbeing activities and create one strategy

3. KNOW YOUR DATA

- Identify all useful data sources
- Ensure your data is accurate
- Understand your demographics
- Use data to drive decision making
- Understand the wellbeing needs of your staff (health needs assessment)

4. COMMUNICATION

- Have clear key messages
- Choose your communications channels to suit your audience
- Develop a brand identity
- Provide regular updates