

**Who is the guidance for?**

The guidance is aimed at managers and employees at all levels within the organisation.

**For executive and non-executive board-level members** – the guidance provides information to demonstrate the best practice all organisations should be working towards. This will support the requirement of The NHS People Plan (2020/21) in England where the promise includes 'we are safe and healthy' where wellbeing has been identified as a priority.

### **Northern Ireland**

Health and Social Care Workforce Strategy 2026 This Northern Ireland Health and Social Care workforce strategy outlines a number of actions which, when implemented, will support our people to deliver world class health and social care.

### **Scotland**

Health and social care: integrated workforce plan sets out our future workforce requirements in a national context and provides revised workforce planning guidance to health and social care employers.

### **Wales**

A Healthier Wales: our Plan for Health and Social Care, recognises that a key factor in delivering high quality health and social care is the wellbeing and engagement of colleagues, with one dimension of the quadruple aim: 'to enrich the wellbeing, capability and engagement of the health and social care workforce'.

The Stevenson Farmer report Thriving at Work suggested a framework for employers to encourage open conversations about mental health and what support was available, provide good working conditions with a work life balance and routinely monitor employee mental health and wellbeing to promote a positive role in improving the mental health of the workforce (Stevenson/Farmer 2017).

Having a joint approach between all parties, will ensure that duties under the NHS Constitution, health and safety legislation are met and any civil activities minimised.

**For senior HR, occupational health and health and safety practitioners**

– it provides a benchmark to audit current practices against. It also promotes the benefits of working in partnership to increase trust, benefit employees and improve the organisation as a whole. For organisational learning practitioners, it demonstrates the behaviours, cultures and practical approaches that can lead to improvements in employee health and wellbeing through management intervention.

**For trade union safety representatives** – it enables further opportunity to work in partnership with management to improve the health, safety, and wellbeing of members in the workplace. It represents an opportunity for dialogue to feed into policies, procedures, health, and wellbeing initiatives that can be monitored through the appropriate committees.