

Communicating Our Wellbeing Programme

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GROWING STRONGER TOGETHER

Rest

Reflect

Recover



What we'll cover

- Collaboration is key
- Working in partnership
- Clear branding and identity
- Multi-channel approach
- Feedback mechanisms
- Evaluation and measurement



A collaborative approach to wellbeing



KEY DELIVERY PARTNER:
Communications /
Media Team



Working in Partnership

- Wellbeing team
- Communications team
- In-house design team (OMI)
- Oxford Hospitals Charity – funding/logistics
- Staffside, Staff Networks and FtSU team
- Voluntary Services Manager and volunteers
- Occupational Health and Here for Health



Example of an Excellent Partnership: Oxford Hospitals Charity – *Winter Support Programme for staff*



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Clear Branding and Identity:

Two Ways of Viewing our Wellbeing Support

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GST Intranet site

Trustwide wellbeing initiatives

Six dimensions of wellbeing



OUH Guide to Health & Wellbeing

Individual level wellbeing support

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*GST is a series of Trustwide wellbeing initiatives to support our people in their teams and departments across the divisions.
It has five key priorities:*

1. Meet the immediate need for rest and recovery
2. Build the culture of learning, compassion and inclusion
3. Facilitate post-traumatic growth
4. Support sustainable service recovery and workforce planning
5. Build working lives that have more flexibility and autonomy

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Examples of GST campaigns



Oxford University Hospitals
NHS Foundation Trust

I'm Your Wellbeing Champion

Name:

Contact me on:

You can normally find me:



A Wellbeing Champion is a voluntary role to support teams by sharing wellbeing knowledge and signposting to the support available within the Trust and regionally/nationally.

Managers continue to take responsibility for their team's wellbeing, including holding Wellbeing Check-ins, referrals to Occupational Health and conducting stress risk assessments and action plans.

If you or a colleague is approaching/experiencing a mental health crisis, please contact your nearest Mental Health First Aider (a list can be found under the Growing Stronger Together pages on the intranet).

For any additional queries please visit www.ouh.nhs.uk/staffwellbeing or contact wellbeing@ouh.nhs.uk

These materials were created in association with
Buckinghamshire, Oxfordshire and Berkshire West Integrated Care System (BOB ICS)

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Oxford University Hospitals
NHS Foundation Trust

Meeting Our People's Basic Wellbeing Needs at OUH

As part of the **OUH People Plan Strategic Theme 1: 'Health, wellbeing and belonging for all our people' – creating a physical and psychological environment that enhances wellbeing** – one of our **Year 1 key priorities** is to ensure we are meeting your basic wellbeing needs.

Please scan the QR code below and fill in the form to help us identify issues and areas for improvement.

For general queries, please contact wellbeing@ouh.nhs.uk

For wellbeing support within the Trust, please visit www.ouh.nhs.uk/staffwellbeing



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OUH Guide to Health & Wellbeing



Emotional &
Psychological



Physical



Social



Financial



Occupational
& Intellectual



Environmental



Multi-Channel Approach

- Staff Bulletin x3 per week (email)
- Social media and Staff section of website
- Posters
- Digital screens on all 4 hospital sites
- Wellbeing Team: Walking the shop floor, wellbeing roadshows, pop up events
- Person to person: Wellbeing Champions, Wellbeing Team walking the shopfloor



Wellbeing Champions

- **300 Wellbeing Champions** across various departments and teams. Our vision is to have at least one per 'team' meaning 600 in total.
- **Weekly Wellbeing Champions email** to summarise key activity and support programmes.
- **Fortnightly forums** to share information and hear back what's working (and not) and showcase local initiatives.





Feedback mechanisms

- Staff Questions email inbox
- Monthly virtual Staff Briefings with the CEO
- Monthly FtSU virtual listening events and annual Speak Up Month roadshows
- Monthly wellbeing roadshows
- New OUH People Plan listening events
- Ad hoc virtual Q&As eg Industrial Action



Evaluation & measurement

- Annual NHS Staff Survey
- Quarterly Pulse Surveys
- Impact Reports on specific initiatives and the Communications Plans supporting them
- Annual Internal Communications Survey
- Entering external awards



- **Meet our (award-winning) team!**





Awards

- **Winners** of the 'Most Promising OD & People' category – *Skills for Health's Our Health Heroes Awards (March 2022)*
- **Shortlisted** in the 'NHS Employers Award for *Wellbeing*' category – *HPMA Excellence in People Awards (Dec 2022)*
- **Winners** of the 'Best Wellbeing Initiative' category – *CorpComms Awards (Nov 2022)*
- **Award of Excellence** in the 'Best Wellbeing Programme' category – *Institute of Internal Communication Awards (Sept 2022)*