

# How your health and wellbeing guardian can collaborate with the board



This poster outlines the role of Wellbeing Guardian and how it can link to wider roles of NHS boards



## Chief Executive

- ensuring the organisation considers needs of diverse groups & adapts holistic approaches to wellbeing
- checking that evidencing the wellbeing needs of the diverse workforce is integral to strategy / policies / initiatives
- providing constructive challenge on health and wellbeing priority



## Chair

- ensuring health and wellbeing is on the board agenda and has sufficient time to be discussed
- checking the board develops clear objectives, visions, and strategy on health and wellbeing
- seek assurance they are overseeing NED and ED's diversity of skills and knowledge in relation to health and wellbeing



## Health and Wellbeing Guardian

- act as a critical health and wellbeing friend to the board
- challenge the board to place wellbeing at the heart of all that they do
- prompts and holds the board to account for undertaking improvement work as required to improve the wellbeing of employees



## HR Director

- ensuring operational support to the WBG using their HROD/HWB/OH support function
- developing wellbeing data sets/reports for the board to support the WBG in their assurance role
- an active leadership role in implementing the organisational wellbeing strategy and improvement plan



## Nursing Director

- seek assurance that there are safer staffing requirements to deliver high-quality and safe patient care
- seek assurance the basics of wellbeing are in place such as access to breaks, hydration, food etc.
- check and challenge those provisions are available for nurses to seek support for their wellbeing

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## Non Executive Directors

- ensuring there are regular briefings on the health and wellbeing strategy
- challenges the organisations board to place wellbeing at the heart of all that they do, creating a 'culture of wellbeing'



## Medical Director

- seek assurance that there are safer staffing requirements to deliver high-quality and safe patient care
- check they are linking with the guardians of safe working and allowing permission for our NHS people to speak up if they are not OK
- check and challenge those provisions are available for doctors / junior doctors and learners to seek support for their wellbeing
- seek assurance and challenge where basics of wellbeing are in place such as access to breaks, hydration, food etc.



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## Finance Director

- seeking assurance, they're aligning finance and workforce strategies and championing the need for a ring-fenced budget to support the wellbeing of the organisation and its people
- checking tender submissions are factoring in where possible the impact of health and wellbeing of the workforce
- seeking assurance that the funded interventions to support the health and wellbeing of people are met
- question and challenge what is being done to support the health and wellbeing strategy of the organisation in the short, medium, and long term