



Staff Health Strategy

2017 - 2020

Year 1 Highlights



A Healthier Place to Work

Making NHSGGC a Healthier Place to Work

NHS Greater Glasgow and Clyde has had a strong track record of supporting the health and wellbeing of its staff. For over a decade this has been driven through a staff health strategy, led by a Board executive director and championed by a non-executive Board director. In this time much has been accomplished and we have a positive culture built on occupational health provision, protective health and safety guidance, supportive human resources policies and health improvement activities.

The current strategy, developed in partnership with staff, covers the period from 2017 to 2020. The strategy has identified five priority areas to enable us to deliver better health and wellbeing for our staff.

These cover:



Health and equality

Working together to increase workforce understanding of health and equality issues



Working longer

Understanding the health needs of our older workforce



Health and wellbeing

Improving health and wellbeing and supporting attendance



Fair Work

Adopting practices to support our commitment to Fair Work



Releasing potential

Supporting staff with long term conditions to remain at work

These major priorities are being supported by a range of ongoing staff health programmes for mental health, physical health, health protection, wellbeing and employee engagement.

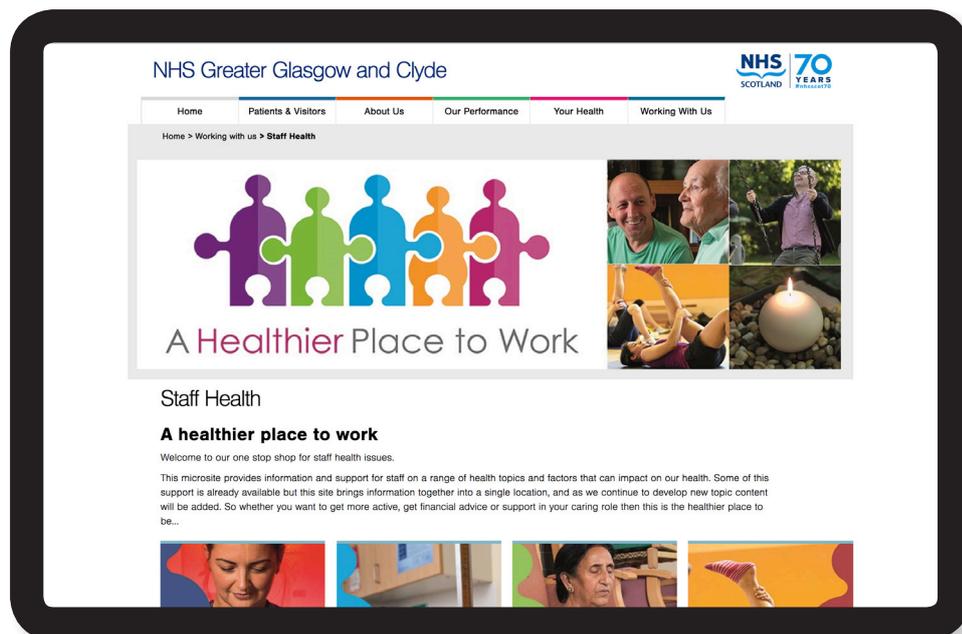


Achievements

Here we report on our achievements in meeting the ambitions of the strategy in the first year of implementation.

Achievement highlights

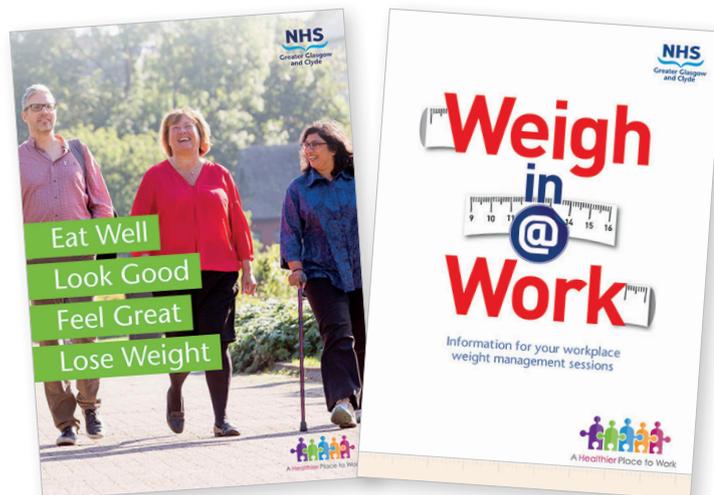
- **Strong support for the strategy from the board**, led by the Director of Human Resources and Organisational Development and championed by non-Executive Director, Alan Cowan, with ongoing support from the Chief Executive in her regular team brief message to all staff.
- **Strategy developed in partnership with staff** including in-depth focus group work to ask staff what they wanted from a health and wellbeing programme, culminating in formal launch in September 2017.
- **High impact brand** for the strategy 'A Healthier Place to Work' was developed and is being used on all materials developed across all strategic programmes.
- **New Healthier Place to Work website** launched in February 2017 bringing together a wide range of information on health topics and support available to staff on a single site, and replacing out-of-date web pages hosted across a number of sites.



- **Support and Information Services** opened for staff, patients and visitors at the Queen Elizabeth University Hospital, the New Victoria Hospital, New Stobhill Hospital and Glasgow Royal Infirmary. These on-site services provide access to information on everything from financial support to carers support.
- **Recognising that one size doesn't fit all**, a range of resources and interventions were deployed to help staff and managers tackle stress in the workplace. These include Mindfulness, the online resilience toolkit, and the Health and Safety Executive risk assessment tool. We published a handy guide for managers, providing top tips on managing stress and re-launched course materials for the Mindfulness based stress reduction courses.



- **A 12-month staff campaign on managing stress in the workplace** was delivered which promoted the wide range of resources and interventions that have been adopted by the Board to reduce stress and support staff wellbeing. Through this, we promoted the in-house counselling service that is provided by our Occupational Health Service which led to a rise in the number of calls to the service for support.
- **Specific health literacy sessions** were run throughout October 2017 across all of our hospital sites and these were followed up with tailored sessions for teams with additional need.
- **A short life working group was established** to make recommendations for working longer.
- **We also helped many staff with their goal of managing their weight.** The Weigh in @ Work programme was relaunched in 2017 with new 'A Healthier Place to Work' branding and this has been supporting many staff to become healthier and shed extra pounds. The RAH older people's community mental health team are just the latest to feel the benefits from signing up to their local Weigh in @ Work group.



Angela Kelly, mental health liaison nurse, has now led three groups through a programme of weight loss, with the most recent group having shed a total of 32.69kg. For those who prefer to lose weight on their own, we successfully obtained the rights to use the highly successful NHS Choices Eat Well programme www.nhs.uk/live-well/eat-well on our website.

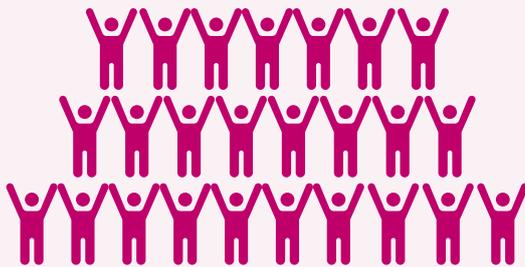
- **The healthy retail strategy** was also launched to support staff and visitors to make healthy choices in our canteens and vending facilities. New branding made it easier to identify healthy options on the menu, we negotiated with the retail outlets to increase their healthy options and our audited uptake rates show that staff are choosing the healthier options available.
- **We were one of the first workplaces to introduce the Daily Mile walk.** The initiative was launched by the Minister for Public Health in February 2018.





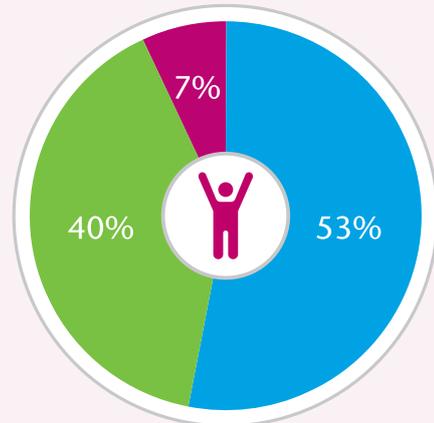
- **We secured funding for a one-year post to train HR staff to provide money advice and signposting.** The Staff Money Wellbeing project was launched at the beginning of the year, to reduce the negative impact on staff health caused by money worries, debt and financial insecurity. Staff have told us about their feelings of anxiety, stress, depression and the constant pressure that money worries creates. Many staff were unsure where to go for help; but knowing who can help or having someone to talk to can make a huge difference. HR staff training is now underway to enable them to signpost staff to appropriate money advice services.
- **Through our 'Quit for Christmas' incentive initiative we helped more staff quit smoking,** with a 44% successful quit rate of those who took part.
- **Our Modern Apprenticeship and Get Into Healthcare programmes have helped more than 80 people start their career with NHSGGC.** We worked with agencies including Elevate, Clyde Gateway and Glasgow Centre for Inclusive Living to provide further training opportunities and 500 young people joined us for their work experience placements this year.
- **Our Active Staff programme continues to go from strength to strength.**

NHSGGC Active Staff Programme



Last year, there were more than **12,500** attendances at one of our activity classes

↑ **98.6%** on the previous year



40% were Bands 1-4

53% were Bands 5-7



We ran two walking challenges with more than **5000** participants



A Healthier Place to Work