NHS
Greater Glasgow and Clyde

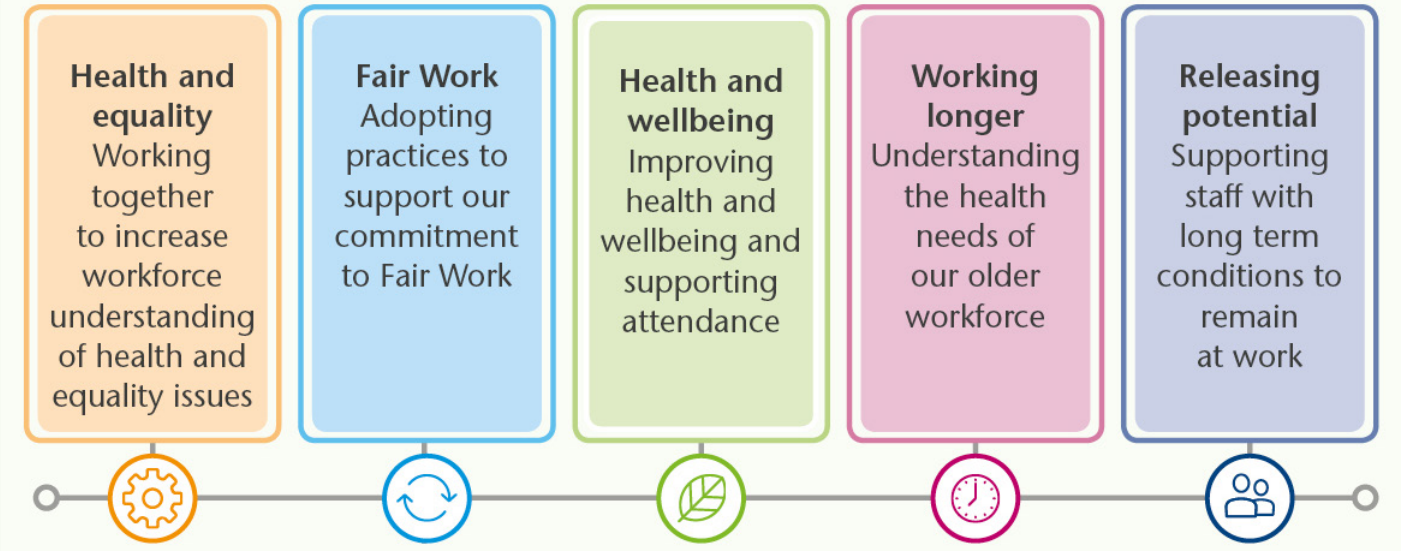
Staff Health Strategy 2017-2020

Year 2 Highlights

A Healthier Place to Work

Making NHSGGC a Healthier Place to Work

NHS Greater Glasgow and Clyde has a strong track record of supporting the health and wellbeing of its staff. Through our staff health strategy, led by a Board executive director and championed by a non-executive Board director. The 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 major priorities are being supported by a range of ongoing staff health programmes for mental health, physical health, health protection, wellbeing and employee engagement.

Overview of 2018/19

Better Workplace

The strategy is part of a range of actions to improve the health and wellbeing of the workforce and to endeavour to provide advice, support and guidance to enable our staff to attend and enjoy work.

Carers

The Board were successful in being awarded the Engaged Level for the Carer Positive Award scheme.

Working for Longer

A group has been looking at the impact on staff working beyond traditional retirement age and how we can support staff to continue in employment along with recognising that of the retirement age being delayed due to Government changes. They have been examining a range of issues such as shift patterns, power assisted equipment, workplace adjustments and financial advice and guidance.

Key Actions For 2018/19

1. Carers

Objective – That the Board understands the impact on the workforce of caring responsibilities and identifies support required for staff

- The Area Partnership Forum received the survey results (490 staff responded) and identified key recommendations including the review of local policies.
- A communications plan is in place to increase self-identification of carers and uptake of carer support services.

2. Financial Inclusion

Objective – That the Board supports staff with financial difficulties by the provision of expert help and guidance

- Online support information for Managers will go live on 13th December 2019.
- Online support for staff is available at: www.nhsggc.org.uk/allaboutmoney
- As part of an early implementation programme poverty awareness training was delivered to 83 staff with further training planned this year.

3. Mental Health Awareness

Objective – That the Board assesses current levels of support and identifies any opportunities to reduce mental ill-health within the workforce

- A revised training programme was delivered through 10 training sessions for managers on stress and mental health awareness. Due to its success we willl now be running every two months.
- A mental health and wellbeing working group to develop and promote mental health awareness and support has been set up. The group is currently undertaking a review of all mental health support and information within the Board area to identify any gaps.

Update on Ongoing Projects

Health and Equality

Poverty Awareness Training for Frontline Staff

Poverty Awareness training for frontline staff in Human Resources, Occupational Health and Support and Information Services was carried out during the last 12 months with input from Poverty Alliance and Child Poverty Action Group. Training included raising the issue of money, the support available and appropriate pathways for referral and signposting staff.

83 frontline staff and managers have attended the training to date

Support and Information Service

Support and Information services (SIS) are located in most of our hospitals. The SIS is the first port of call for both simple and complex non-clinical enquiries for staff. These services are well-developed and house a wide variety of quality assured information and access to support pathways. We work in partnership with a range of partners and third sector agencies to provide support services within SIS.

7,542
total SIS Enquiries

652
Staff Enquiries

Staff made up **8.6%** of total SIS enquires

79%
of staff presented with a short query, of which 30% required directions

42%
of staff were referred, booked or signposted to a third sector or partner organisation for support

20%
of staff had long queries involving a care planning conversation, of which 58% required practical support

53%
of these staff raised the issue of money advice specifically

A small numbers of staff referrals are being made by Occupational Health, HR and Unison. However, numbers are expected to rise as a result of recent awareness events held with these departments

Fair Work

A programme of activity is underway for each of the three work streams with associated project plans. These are:

1. Establishment of a healthcare academy
2. Careers and jobs awareness activity within our communities
3. Ongoing expansion of apprenticeship opportunities and get into work opportunities covering a range of roles.

Three intakes of pre-employment training programmes (academy) are planned between August and December 2019 which will be aligned to appropriate B2 vacancies.

Health and Wellbeing

Active Staff Programme

Annual class attendances

Survey said...

66% attend 1 class per week

46% have attended for > 6 mths

89% felt it's important classes are free

8.8/10

Average rating given by staff when asked how important attending classes was to their health

What staff said...

"I really enjoy the yoga classes, they've given me the opportunity to try a different form of exercise"

"It helps to relieve stress from the working day and it feeds into that overall work/life balance which NHSGGC promotes for employees"

"These classes have been a great way to meet people from the hospital, have fun, feel better and end a day at work in a very positive way."

Lap the Gart - 3rd June 2019

Active Staff were approached by some of the board's Dementia Champions about the possibility of holding a physical activity event as part of Dementia Awareness Week.

Entertainment was provided by local Dementia Choir

Over **150** staff and their families took part

The event doubled up as a celebration of the NHS' 70th Anniversary.

Weigh in @ Work Programme

Staff Weigh in @ Work programmes continued to be promoted and delivered at the Support & Information services across our adult hospitals and within the family support service within the Royal Hospital for children.

672 members of staff engaged in WI@W, across NHSGGC

The services are still working on increasing the numbers through...

- posters
- word of mouth
- 'bring a friend' initiatives

And by advertising

Active Staff classes

Walk a mile

Healthy eating resources

Mental Health – Staff Training

85 staff attended mental health and stress awareness line manager training

105 staff attended mentally healthy line manager training

516 staff attended mindfulness training taster sessions with 169 staff completing an eight week course

4292 staff attended at Occupational Health counselling service

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