



Health and Wellbeing Strategy

Looking after our staff
- our greatest asset

Improving lives

oxleas.nhs.uk



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Jane Wells
Director of Nursing



Introduction

When our staff feel well supported and satisfied with their work, the experience of our patients improves.

Through the strategy and the supporting action plan, we will provide a framework for Oxleas to take a proactive and engaging approach to enhancing the health and wellbeing of our staff.

Health and wellbeing is recognised as essential for efficiency and productivity.

This will be achieved through wellbeing initiatives, employee support mechanisms and joint working with staff, their representatives and local partners to identify and address areas for improvement.

Each year, we will include a health and wellbeing questionnaire as part of our staff survey to identify and minimise issues which may be impacting negatively on staff health.

We will be pro-active to reduce ill-health and poor wellbeing and reactive, supporting staff with ill-health to return to work as quickly as possible.

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What is a healthy workforce and place?

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A healthy workforce can be defined as:

A healthier, happier workforce

3

Motivated employees with increased morale

4

Employee retention and lower employee turnover

5

Reduced sickness absence

Good employee/management relations

6

A healthy workplace can be defined as:

7

A positive image in the eyes of both employees and service users

8

A place where health risks are recognised and managed if they cannot be removed

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A place where work design is compatible with people's health needs and limitations

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An environment that supports the promotion of a healthy lifestyle

A place where employees and employers recognise responsibility for their health and the health of colleagues



Wendy Lyon
Head of Partnership



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Our aims

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Engage staff with their own and others' well-being, bringing 'fun' and 'enjoyment' to the workplace.

3

Create a safe and healthy working environment.

Improve physical and emotional wellbeing.

4

Encourage and support employees to develop and maintain a healthy lifestyle.

5

Support people with manageable health problems or disabilities to maintain access to or regain work.

6

Improve staff satisfaction, recruitment and retention.

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Many causes of ill health deaths are preventable and are heavily influenced by lifestyle-related conditions. This includes smoking, obesity, inactivity and musculoskeletal conditions.

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Quality:

Healthier, more motivated staff have been shown to deliver better, safer, higher-quality care more consistently.

Innovation:

Staff-driven health and wellbeing initiatives have the potential to begin the culture change needed to encourage innovation at all levels within the NHS.

Productivity:

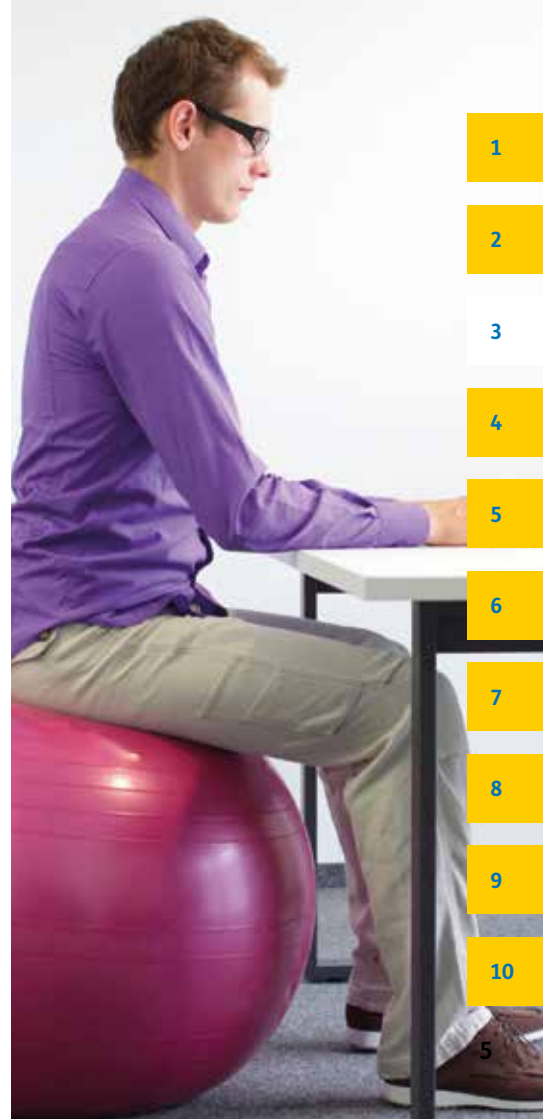
Reducing sickness absence will mean more staff are at work, improving morale and reducing stress. Coupled with better staff engagement, this is a powerful way to improve patient care and productivity.

Prevention:

We will raise staff awareness of how to prevent ill-health in your life and introduce innovative models for staff wellbeing in the workplace to encourage staff to become strong advocates for prevention, passing on ideas and practice to patients.

Equality and Diversity:

All health and wellbeing initiatives should be accessible to all staff.



1 Current health and wellbeing activity in the trust:

2 Trustwide

- 3 • Staff networks for Black and Ethnic Minorities, Lesbian, Bisexual, Gay and Transgender, Lived Experience Network
- 4 • No smoking policy throughout the trust
- 5 • Employee assistance program through Care First.
- 6 • Cycle to work scheme, and provision of secure cycle parking in a number of locations
- 7 • Disability Action Group
- 8 • Dyslexia Champion
- 9 • National Flu Campaign
- 10 • Gym membership discounts
- Bullying and Harassment Advisors
- Bully and Harassment work plan

Local initiatives

- Mindfulness and stress management sessions
- Relaxation sessions
- National alcohol awareness campaign
- Biggest Loser Campaign
- Wellbeing Wednesdays

Holly Laws
Clinical Lead



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We would like to see the following outcomes from this strategy:

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Outcome 1: Managing Long-term sickness absence and incapacity for work

How we will do this:

Review sickness and absence policy to support staff with short and long-term health issues.

Offer free health checks at events, signposting staff to any health risks and services if needed.

Make use of our own physiotherapy and psychiatry services.

Offer managers the ability to make immediate serious incident referrals to Occupational Health if they have significant concerns about the mental or physical wellbeing of staff.

Explore Care First Zest – a new online package for staff to use for assessment and guidance for their wellbeing.

Continue to promote Bullying & Harassment advisors.

Clinically-led work plan in place to tackle the increased reporting of violence and discrimination to staff by patients.

Outcome 2: Promoting mental wellbeing through productive and healthy working conditions

How we will do this:

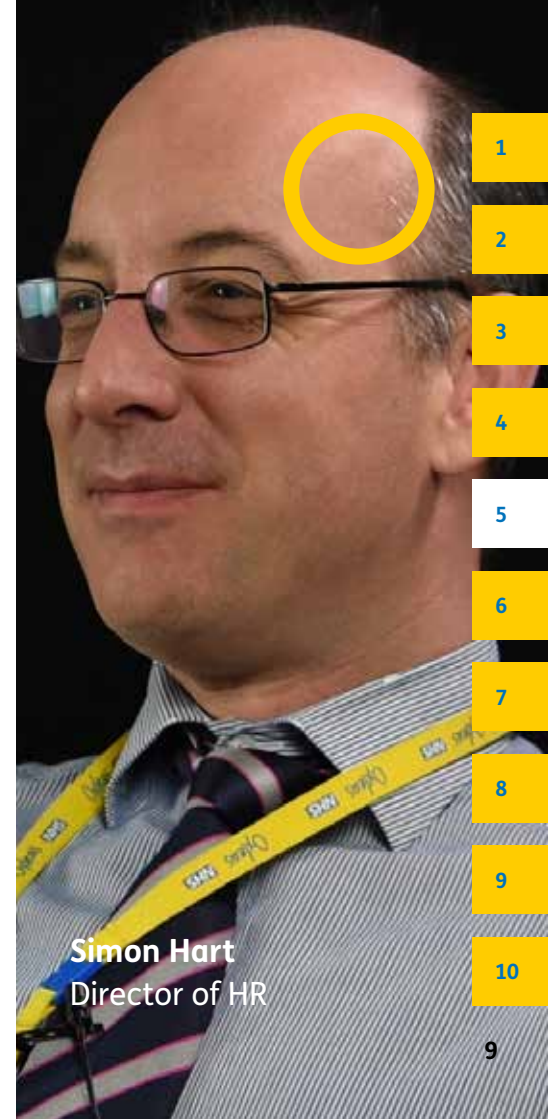
Care First - we will continue to provide this service which offers telephone and/or face-to-face confidential counselling, information and advice services to help employees with a wide range of issues (debt, housing, benefits, legal enquiries, taxes, dealing with loss, consumer problems).

Care First also provides access to Cognitive Behavioural Therapy sessions to those staff for which it is clinically indicated.

Encourage people to take breaks as appropriate during their working day.

Monitor that staff have supervision every 6 weeks as a minimum.

Oxleas Psychology department offer an 8 week programme for staff on mindfulness and stress management.



Simon Hart
Director of HR

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Outcome 3: Obesity: prevention identification, assessment and management

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How we will do this:

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Continue to use the internal and external resources available to us within the trust and local public health services to ensure that we offer a range of healthy food options through our retail outlets.

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Reduce unhealthy food snack availabilities with more healthy options available.

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Encourage staff to utilise local weight-loss and wellbeing support.

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Encourage staff to monitor their weight loss using aids such as pedometers and digital trackers.

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Continue to promote healthy eating and safe drinking information in accordance with the Public Health Responsibility Deal.

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Outcome 4: Promoting and creating natural environments that encourage physical activity within the workplace

How we will do this:

Promote opportunities for cycling and ensure the provision of suitable and secure facilities for cyclists.

Continue with the salary sacrifice scheme to allow an affordable route to purchase pedal cycles.

Encourage walking around our main sites; Queen Mary's, Memorial Hospital, Green Parks House, Pinewood House and Goldie Leigh by reminding staff to access routes via local borough websites.

Poster campaigns to promote physical activity; take the stairs not the lift, and prompt to try something different to improve wellbeing.



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Outcome 5: Promoting healthy recreational physical activity

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The following health and fitness organisations offer a discount to NHS staff.

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Bexley

Reynolds at the Chapel Health and Fitness, next door to Pinewood House

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Crook Log Leisure Centre, Brampton Road, Bexleyheath

6

Bromley

David Lloyd, Stanhope Grove, Beckenham

7

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LA Fitness, Sandy Lane, Orpington

Virgin Active, Baths Road, Bromley

9

Walnuts Leisure Centre, Orpington

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Cannons Health Club, Hayes Lane, Bromley
gymnorthgreenwich.org.uk

Greenwich

All Greenwich leisure centres including:
The Waterfront, Arches, Cold Harbour and Plumstead

David Lloyd

Kidbrooke Park Road, Kidbrooke
(corner of Weigall Road)

Gym North Greenwich

www.gymnorthgreenwich.org.uk

Oxleas are promoting activity sessions within their buildings for staff, currently including a Zumba class at Memorial. Please see The Ox for further details of this class, and contact details if you wish to set up a local session.

Outcome 6: Workplace interventions to promote smoking cessation

Studies have demonstrated that brief advice from NHS professionals makes a difference in encouraging smokers to quit. This is a priority for the trust.

How we will do this:

Continue to work with Occupational Health to provide advice, information and personal support to those wishing to give up smoking.

Support local proactive smoking cessation campaigns run across the trust such as

‘Stoptober’ and locally-arranged health and wellbeing events.

Provide smoking cessation support via smoking cessation training and events to enable staff and students to quit smoking.

Encourage and signpost staff to attend stop smoking services within their local stop smoking service, including those who live within the trust boroughs Bromley, Bexley and Greenwich.



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Outcome 7: Workplace interventions for reducing drug and alcohol consumption

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Alcohol or drug use in the workplace has immediate and well-recognised consequences. Consumption of alcohol or drugs impairs performance and puts patients, the public and other staff at risk. We will help staff to drink responsibly or seek help if they feel they need it to reduce consumption.

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How we will do this:

Offer advice on alcohol reduction

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Offer support on recovery from addiction via Occupational Health and Care First services

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Encourage staff to access local services

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Offer advice and awareness at trust events

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Promote and encourage take-up on national events like 'Dry January'

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Outcome 8: Reducing the effects of Flu and Healthcare related infections

Healthcare-associated infections (HCAIs) pose a serious risk to patients, staff and visitors and cause significant morbidity to those infected.

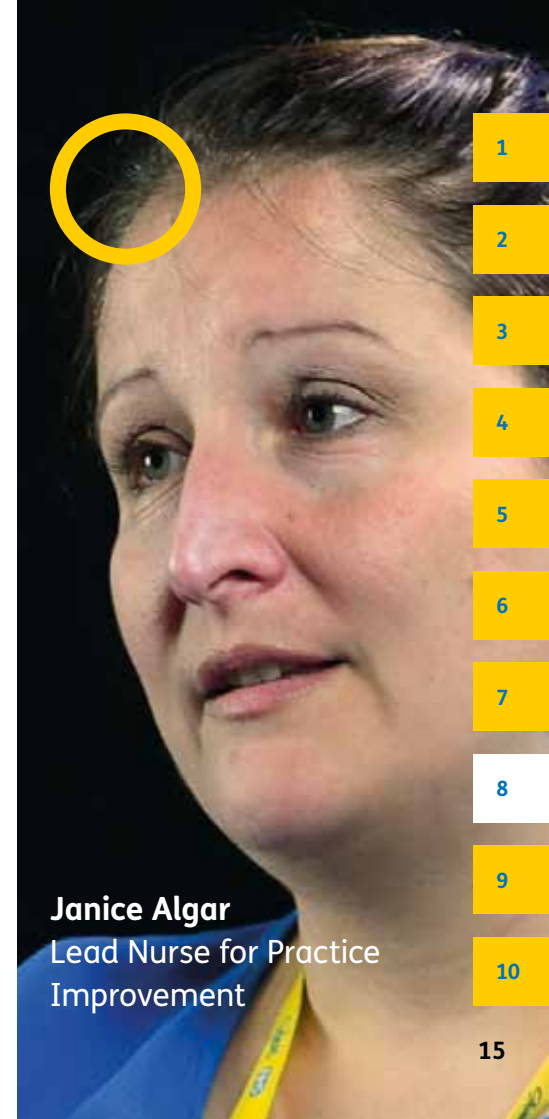
Infection prevention and control is a key priority for the NHS. Oxleas is committed to protecting people from the debilitating ill health of infectious diseases by facilitating targeted immunisation campaigns (hepatitis B and influenza) by:

Increasing immunization rates each year

Increasing flu vaccine rates amongst clinical staff

Continuing to train staff in infection prevention

Promoting the Hand Hygiene Campaign and Bare Below the Elbows campaign.



Janice Algar
Lead Nurse for Practice
Improvement

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Outcome 9: Promoting equal rights as an asset

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Continue to encourage staff to utilise the trust staff networks, forums and champions including Black and Minority Ethnic Network, Lived Experience Network, Dyslexia Champion and Disability Action Group for support.

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Encourage employees to join these staff-led initiatives to ensure their voices are heard and implemented within policies and trust developments.

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Oxleas will implement a long-term program to address issues arising from the Workforce Race Equality Scheme (WRES). This will be done in partnership with the trust BME network.

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Maeve Malley
Chair of LGBT Network

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Find out more:

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You can find out more about the Wellbeing Strategy on The Ox, on the Staff Health and Wellbeing page:

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theox.oxleas.nhs.uk/wellbeing

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Jane Wells
Director of Nursing

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Oxleas NHS Foundation Trust

Pinewood House
Pinewood Place
Dartford
Kent
DA2 7WG

oxleas.nhs.uk



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