



NHS Employers

Health and Wellbeing



Jennifer Gardner, Programme Lead

Who are NHS Employers?


The recognized representative body for employers in the NHS.

The authoritative voice of workforce leaders.

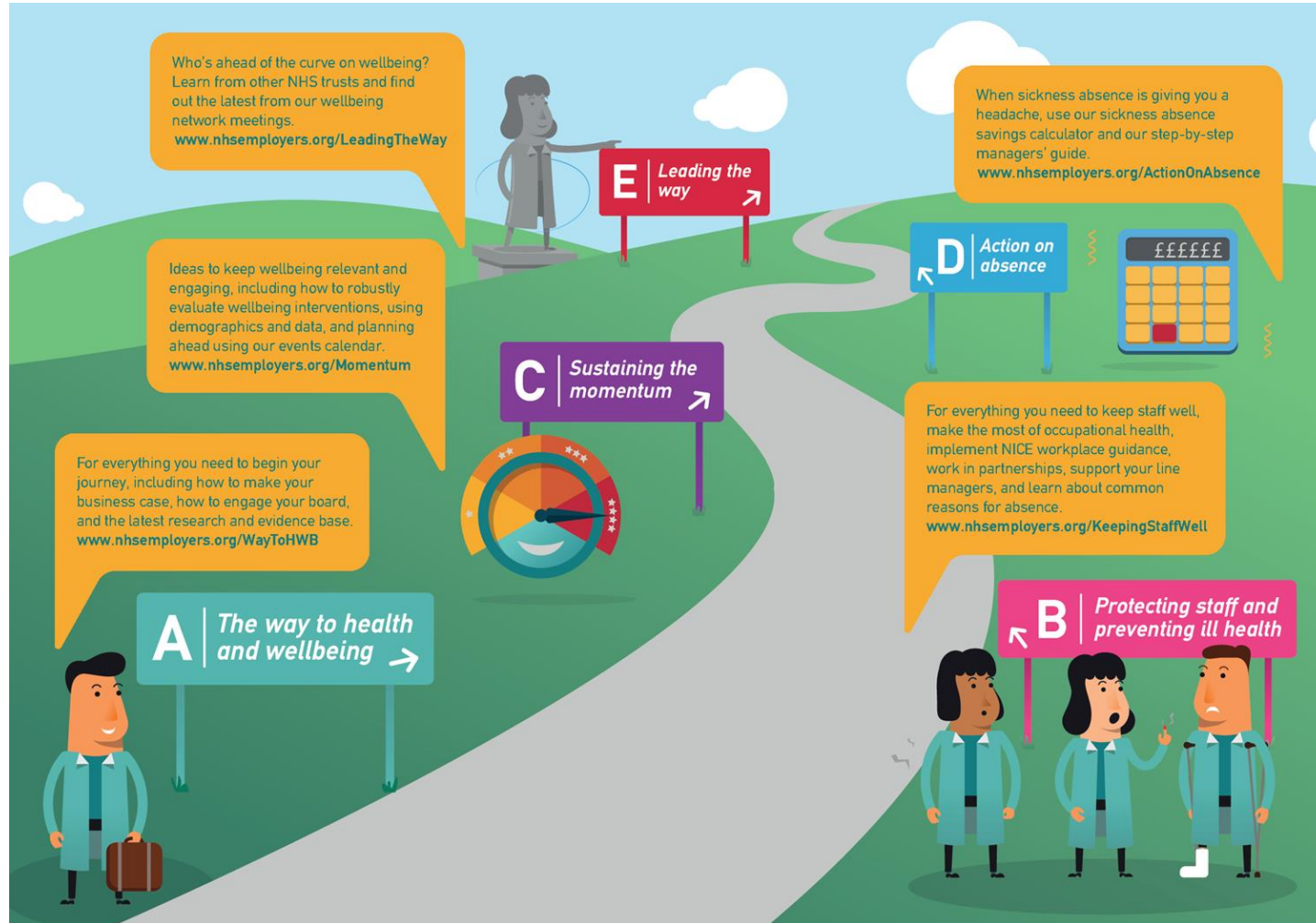
Experts in HR.

Negotiating fairly to get the best deal for patients.

We work with employers in the NHS to reflect their views and act on their behalf in four priority areas: pay and negotiations, recruitment and planning the workforce, healthy and productive workplaces, employment policy and practice.

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Our health and wellbeing principles



2016/17 programme

- **Inform, engage, influence and support**
- H&W leads network & events
- Key stakeholders meetings
- Webpages
- Support and resources
- Collecting and **sharing** good practice

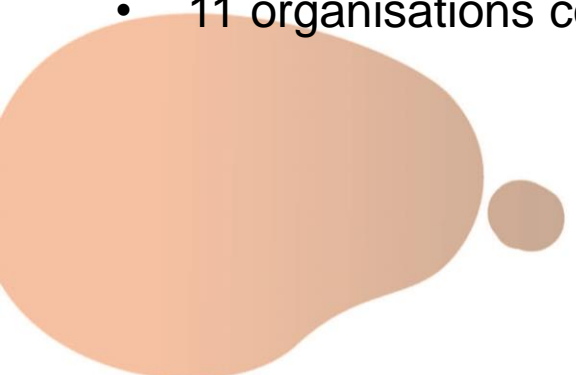
- Bullying and harassment
- Line manager training
- Ambulance trusts



NHS England

'At a time when arguably the biggest operational challenge facing hospitals is converting overspends on temporary agency staff into attractive flexible permanent posts, creating healthy and supportive workplaces is no longer a nice to have, it's a must-do.'

Simon Stevens, 2015

- 2nd September 2015 Simon Steven's announced major drive to support and improve the wellbeing of NHS staff.
 - 11 organisations committed to test a wellbeing offer
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Healthy Workplaces

The offer;

- actions by organisations to create an environment in which it is easier for staff to make healthy choices
- national support from NHS England, Public Health England and others
- specific measures that individuals can take advantage of to improve their own health.

What this includes;

- Supporting and developing board level leadership
- Developing core line manager training
- Supporting and enabling healthier food choices
- On-site NHS health checks
- Rapid access to health services, e.g. physiotherapy and talking therapies
- Promoting physical activity

Resources provided...



OBESITY
The NHS employs 1.35 million staff. Let's lead by example to be healthier.

TACKLING BULLYING & HARASSMENT in the NHS

WHAT IS BULLYING?
Characterised as offensive, intimidating or insulting behaviour, which includes an abuse or misuse of power through means that undermine, humiliate or injure the recipient. Bullying can be verbal, physical, hidden or covert and cyber.

WHAT IS HARASSMENT?
Unwanted and unlawful conduct related to a relevant characteristic concerning age, disability, gender reassignment, race, religion or belief, sex, and sexual orientation, which has the purpose or effect of violating an individual's dignity or creating an offensive environment for that individual.

51% of staff who reported bullying perceived supervisors/managers to be the most common source.¹

20% of staff in the NHS report they have been bullied by other staff.¹

80% of staff believe the state of their health affects patient care.²

29.9% of all UK NHS staff indicated experience of psychological distress due to bullying behaviours.¹

ON THE ORGANISATION:

- poorer patient care
- reduced productivity
- low morale
- increased absenteeism.

ON THE INDIVIDUAL:

- low self-esteem
- anxiety
- depression
- disengagement.

WHAT CAN MY ORGANISATION DO?

- Create jointly agreed policies that help to develop a shared understanding and positive culture
- Promote supportive line management
- Identify early warning signs and challenge inappropriate behaviours
- Respond quickly to complaints
- Promote a culture where bullying and harassment is not tolerated
- Appoint a bullying and harassment adviser or Freedom to Speak up Guardian

WHAT CAN I DO?

- Ask the individual to stop
- Keep a record or diary and document
- Speak to your manager, senior colleague and/or union rep

THE NHS STAFF COUNCIL
WORKING IN PARTNERSHIP
HEALTH, SAFETY AND WELLBEING PARTNERSHIP GROUP

The HSWPD has produced this infographic along with guidance on bullying and harassment to help both employers and staff. The group recognises the importance of managers and trade union representatives working in partnership and taking a proactive approach. Joint training, jointly agreed policies and early identification of problems can help promote trust, a shared understanding and create a positive culture.

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EVERYTHING YOU NEED TO KNOW ABOUT SICKNESS ABSENCE

A simple guide for NHS managers

WHEN STAFF CALL IN SICK
FREQUENT SICKNESS
LONG TERM SICKNESS
REASONS FOR ABSENCE
STAFF OFF SICK
RETURNING TO WORK
PREVENTING ABSENCE

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Thank you

- www.nhsemployers.org
 - Healthandwellbeing@nhsemployers.org
 - www.nhsemployers.org/how-are-you-feeling-nhs-toolkit
 - NHS workforce bulletin
 - NHS line managers bulletin
 - @NHSEmployers
 - @NHSE_wellbeing
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