

NHS Board Meeting
30 September 2020

Lanarkshire NHS Board
Kirklands
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SUBJECT: STAFF HEALTH & WELLBEING DURING COVID-19 & BEYOND

1. PURPOSE

For approval	<input checked="" type="checkbox"/>	For endorsement	<input type="checkbox"/>	To note	<input type="checkbox"/>
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2. ROUTE TO THE BOARD

This paper has been prepared by Paul Graham, Head of Spiritual Care and Wellbeing

3. SUMMARY OF KEY ISSUES

- What we put in place during Covid-19 crisis – (February – July 2020)
- What training has been / will be delivered re peer to peer support?
- What support is continuing?
- What specific supports are we putting in place for Winter 2020/21?
- Challenges/Implications for the service?
 - a. Accommodation
 - b. Resourcing & Funding
 - c. Governance

4. STRATEGIC CONTEXT

This paper links to the following:

Corporate objectives	<input checked="" type="checkbox"/>	AOP	<input checked="" type="checkbox"/>	Government policy	<input checked="" type="checkbox"/>
Government directive	<input checked="" type="checkbox"/>	Statutory requirement	<input checked="" type="checkbox"/>	AHF/local policy	<input checked="" type="checkbox"/>
Urgent operational issue	<input checked="" type="checkbox"/>	Other	<input type="checkbox"/>		<input type="checkbox"/>

5. CONTRIBUTION TO QUALITY

This paper aligns to the following elements of safety and quality improvement:

Three Quality Ambitions:

Safe	<input checked="" type="checkbox"/>	Effective	<input checked="" type="checkbox"/>	Person Centred	<input checked="" type="checkbox"/>
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Six Quality Outcomes:

Everyone has the best start in life and is able to live longer healthier lives; (Effective)	<input checked="" type="checkbox"/>
People are able to live well at home or in the community; (Person Centred)	<input checked="" type="checkbox"/>
Everyone has a positive experience of healthcare; (Person Centred)	<input checked="" type="checkbox"/>
Staff feel supported and engaged; (Effective)	<input checked="" type="checkbox"/>

Healthcare is safe for every person, every time; (Safe)	<input checked="" type="checkbox"/>
Best use is made of available resources. (Effective)	<input checked="" type="checkbox"/>

6. MEASURES FOR IMPROVEMENT

- To be established under recommended new Governance Group

7. FINANCIAL IMPLICATIONS

- Resourcing the increased and ongoing demand for staff health and wellbeing support

8. RISK ASSESSMENT/MANAGEMENT IMPLICATIONS

- Lack of investment/resource will ultimately put patient care at risk and increase costs to the Board. It is well evidenced that for each £1 invested in Staff Health and Wellbeing, organisations benefit between 5-10 times that amount.

9. FIT WITH BEST VALUE CRITERIA

This paper aligns to the following best value criteria:

Vision and leadership	<input checked="" type="checkbox"/>	Effective partnerships	<input checked="" type="checkbox"/>	Governance and accountability	<input checked="" type="checkbox"/>
Use of resources	<input checked="" type="checkbox"/>	Performance Management	<input checked="" type="checkbox"/>	Equality	<input checked="" type="checkbox"/>
Sustainability Management	<input checked="" type="checkbox"/>				

10. EQUALITY AND DIVERSITY IMPACT ASSESSMENT

- Will be carried out as part of the recommended strategy development

11. CONSULTATION AND ENGAGEMENT

- All services involved with the provision of staff support have contributed to this paper.
- Recommendations have also been based upon staff feedback

12. ACTIONS FOR THE BOARD

Approve	<input checked="" type="checkbox"/>	Endorse	<input type="checkbox"/>	Identify further actions	<input type="checkbox"/>
Note	<input type="checkbox"/>	Accept the risk identified	<input type="checkbox"/>	Ask for a further report	<input type="checkbox"/>

The Board is asked to

1. Note this report and appendices, and continue to support staff wellbeing initiatives.
2. Recognise and support solutions to the accommodation challenge in the reconfiguration of the Staff Care and Rest Centres (Wellbeing Hubs) within the acute sites as a priority.
3. Support the establishment of a Staff Health and Wellbeing Group co-chaired by Director of Public Health, Exec Director of NMAHP and Employee Director. The remit of the group would include the development of a Staff Health and Wellbeing Strategy and accompanying action plan incorporating clear goals and outcome measures. It would also provide governance oversight for its sustainable resourcing, funding and delivery. This strategy will encompass all Health and Social Care staff in Lanarkshire.

13. FURTHER INFORMATION

For further information about any aspect of this paper, please contact:

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