



Your Health Matters:
**STAFF HEALTH
& WELLBEING
STRATEGY**



OVERVIEW



NHS Lanarkshire (NHSL) Staff Health and Wellbeing Strategy (2022–25)

Ambition: for NHSL to be recognised as a great place to work and thrive.

Eddie Docherty, Executive Nurse Director reinforced that: *“The health and wellbeing of staff couldn’t be more important to NHSL. It’s far more than just a moral obligation, it is fundamental and is at the core to our vision and values.”* He added that: *“Our goal is for every individual in the organisation to feel a connection to the strategy. We aim to create the right conditions across the organisation for good health and wellbeing.”*

The strategy supports NHSL’s vision of ensuring that staff health and wellbeing is embedded in everything we do. It should be championed at all levels across the organisation, so that positive health and wellbeing behaviours, attitudes and values will be part of our everyday culture. We will adopt a holistic approach, which will foster a culture of wellbeing around the total person. The focus will be on helping staff feel valued and supported both personally and professionally.

The strategy recognises the value of the support that is currently available for staff. This helps staff manage their health and wellbeing, when and if they need it. This applies to both their working life and personal life. We will put measures in place to help identify trends that impact on the health and wellbeing of the workforce. We will take action to mitigate any negative effects of these trends.

Objectives

To actively empower an inclusive culture, and enable staff to bring their whole self to their working environment, we want to:

1. Promote and encourage our workforce to recognise that self-care is an essential element of embedding staff health and wellbeing in everyday practice; where we can all recognise and support those who require help
2. Work collaboratively and supportively to keep our staff safe, raise concerns and have the tools they need to look after their basic needs

3. Develop compassionate leaders
4. Review the working environment to ensure that it impacts positively on staff health and wellbeing and they are valued, respected and treated equally and fairly
5. Implement platforms to listen to staff and improve our understanding of staff needs, and invest in delivering accessible, effective practical support for all staff
6. Implement strong communication and engagement plans – both in physical and virtual settings to ensure that staff feel that they have a voice, are listened to and also appreciated
7. Prioritise actions on prevention and reduction of health inequalities among staff groups
8. Use data insights to provide an evidence base for health and wellbeing supports, to monitor trends and plan improvement.

Enabling

To deliver our objectives, and work towards staff living their best working lives in Lanarkshire, the following organisational enablers will be key:

1. **Growing health and wellbeing capability** – where staff have time and space and are encouraged to actively engage with health and wellbeing services and resources.
2. **Supporting health and wellbeing** – opportunities to enhance staff health and wellbeing where the appropriate supports are available and accessible.
3. **Supportive work environment** – create conditions where all staff can thrive with an emphasis on a sustainable work-life balance.
4. **Connecting and communicating** – let staff know what is available when and if they need it. Reduce the stigma that can be associated with accessing support and work towards reducing inequalities and barriers to good health and wellbeing for staff.

Pillars of wellbeing



Our ultimate goal is for staff to flourish and thrive. To support this we will focus on our pillars of wellbeing: Financial wellbeing, Mental/Emotional/Psychological wellbeing, Physical wellbeing, Environmental wellbeing, Intellectual wellbeing, Spiritual wellbeing and Social wellbeing.

We will aspire to support staff to nurture and promote their health and wellbeing within each of the pillars. We want to encourage staff to reach their full potential in a culture that provides space, time and support for self-care.

As we move forward and consider new ways of working, we recognise that many factors impact on staff health and wellbeing. These include the choice of health and wellbeing initiatives, standards, individual engagement and behaviours as well as leadership and management approach.

An associated action plan will drive the strategy forward. The action plan will provide us with a picture of what matters to staff to help them manage their health and wellbeing both now and in the future. Looking forward, we want to be an employer of choice who cares about the health and wellbeing of our staff.

Staff support can be accessed at:

www.nhslanarkshire.scot.nhs.uk/your-health-matters

Leave your feedback at:

Your.HealthMatters@lanarkshire.scot.nhs.uk

