



NHS Workforce Health and Wellbeing Review

**Dr Steve Boorman
Lead Reviewer**

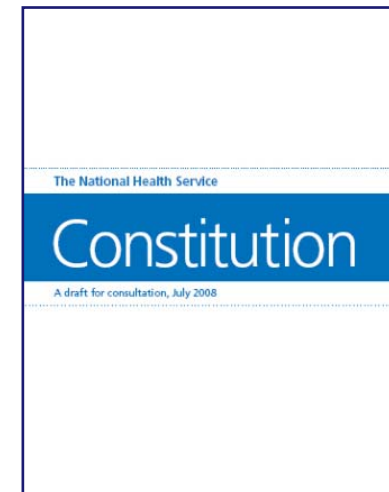
Session Outline

1. Introduction
2. Key Challenges
3. Partnership Working
4. Immediate Next Steps
5. Key Messages

Introduction

Who am I?!

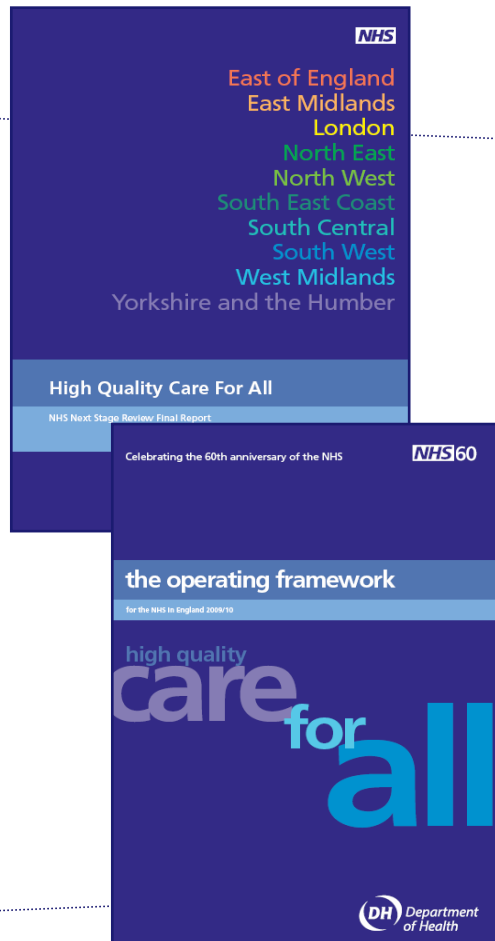
- 18 years with Royal Mail, previously Civil Service role
- Specialist occupational physician, but wider remit, network and experience
- RM roles have included general management and focused on strategic development of OH and integration with core business transformation
- Clear in understanding that its not my intention to bring preconceptions that RM model should be brought to the NHS
- Acutely aware of pros and cons of “independent” eyes



Introduction

Review Context

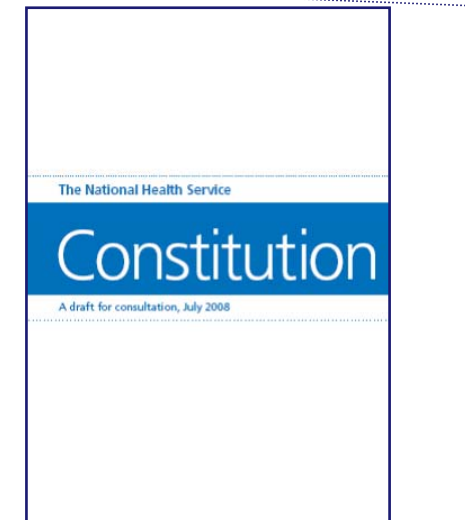
Lord Darzi Review and Operating Framework



Dame Carol Black Review and Government Response



NHS Constitution and Staff Pledge....



....on staff health well-being and safety

Introduction

Aim of the Review

- Aiming to highlight the short term wins, and to propose a flight path for future prioritisation
 - Looking at how the health and wellbeing of the NHS workforce is supported
 - Identifying evidence for priorities for whole-system improvement and recommending action for local delivery
 - Re-affirming commitment to good workplaces for all the NHS workforce
- not another academic review – practical and pragmatic proposals to improve.....

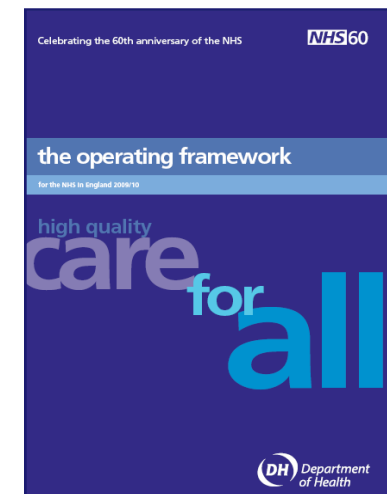
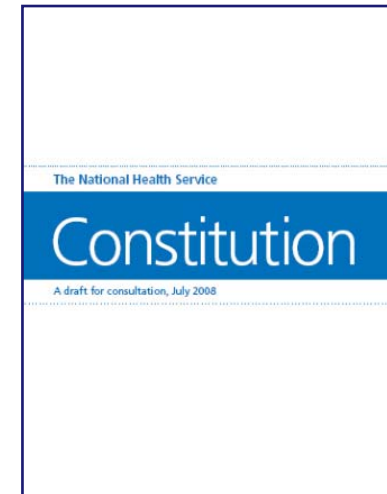


Introduction

Evidence Gathering and Engagement

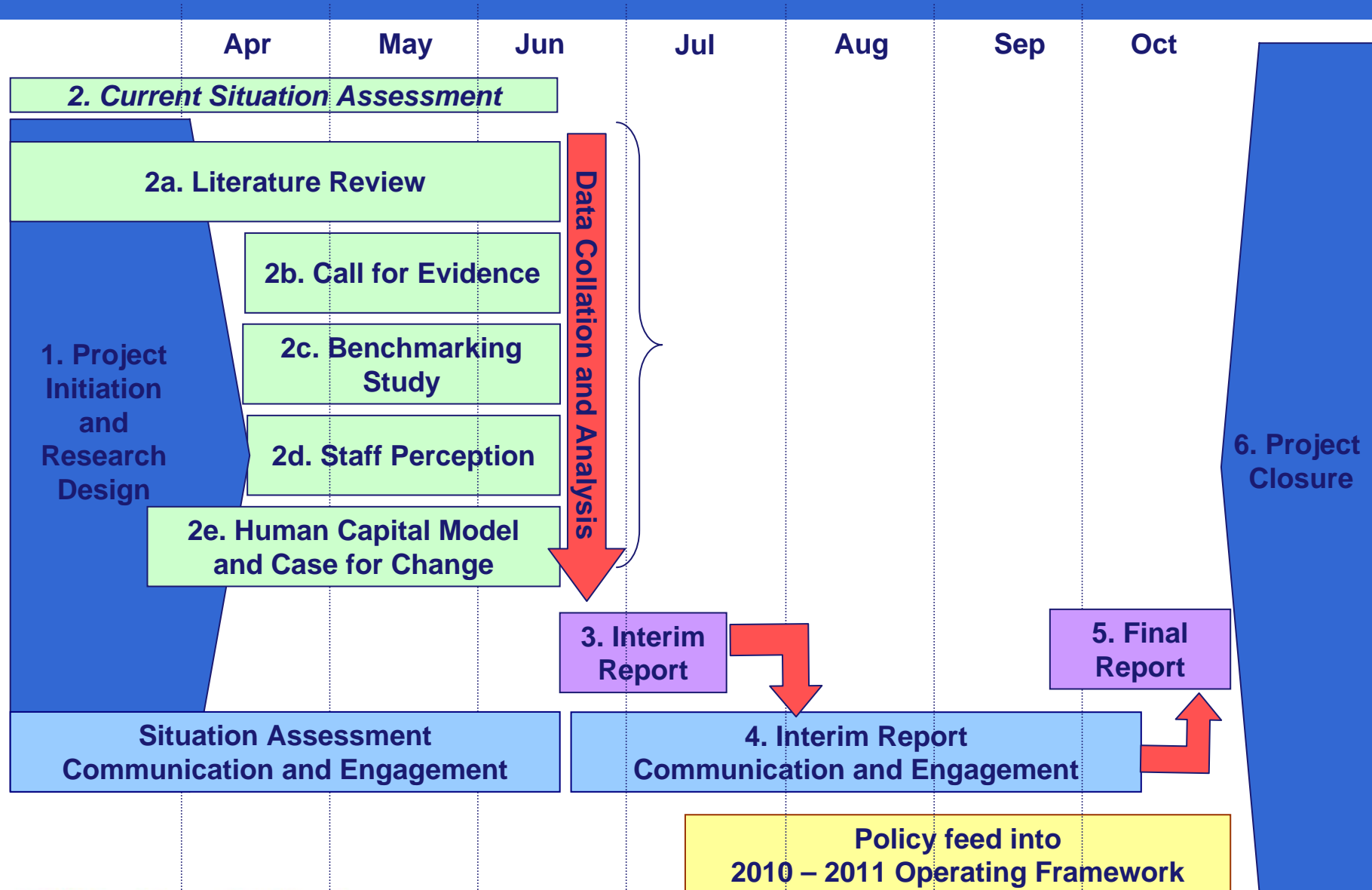
- Building on existing evidence
 - Desk top research (to include benchmarks)
 - Call for evidence
 - Staff perception research
 - realistic NHS human capital model and case for action
- Leading to interim report
- Engagement on interim report
- Final report by end 2009

.... Linked and aligned to Operating Framework 2010 – 2011....



Introduction

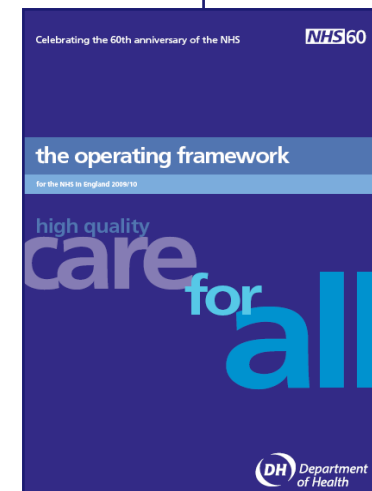
Review Timeframes



Key Challenges

Emerging Issues

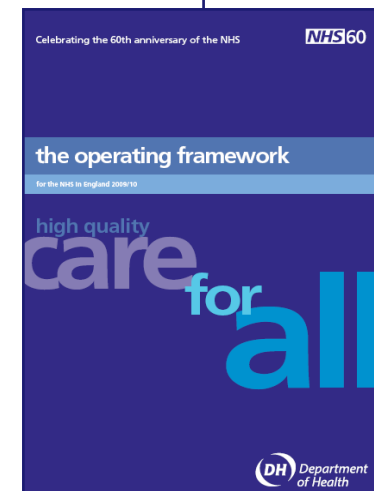
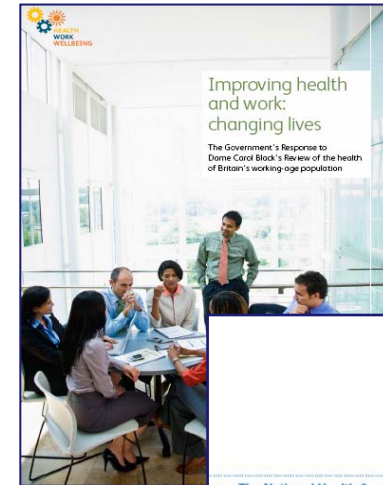
- General awareness, understanding and risk taking behaviours vs. some strong anecdotal feedback on duty of care / lack of care
- Staff health not strongly visible as important – NHS as an exemplar and link to care quality agenda not recognised
- Return on Investment for well-being not recognised and visibility of effective measures at executive level low.



Key Challenges

Emerging Issues

- Role of Occupation Health (OH) confused, income generation vs. staff care
- Lack of OH specification and clear Service Level Agreements
- OH development linked to history – zero based needs assessment? – e.g. ergonomics, fast track care, self referral etc.
- Well-being roles – access to decision making and impact measurement
- WiFMe



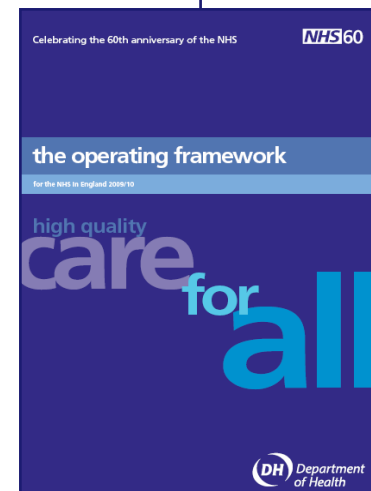
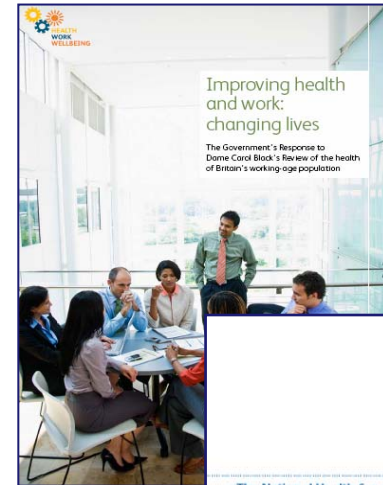
Partnership Working

Workshop Challenge: Session One

How might partnership working help address some of the emerging issues:

- What are the barriers that need to be addressed?
- What enablers work well in relation to staff health and well-being?

... group discussion for ten minutes ...



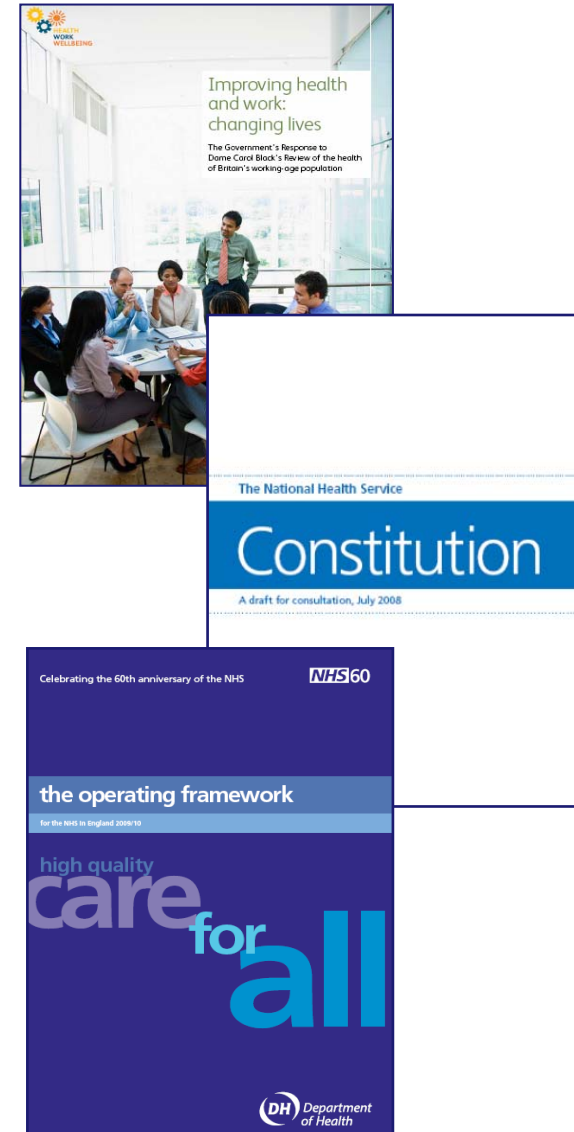
Partnership Working

Workshop Challenge: Session Two

What actions that can be taken at all different levels

- Trust / local level (green 'post it')
- Regional level (yellow 'post it')
- National level (orange 'post it')

... record possible interventions at each level ...



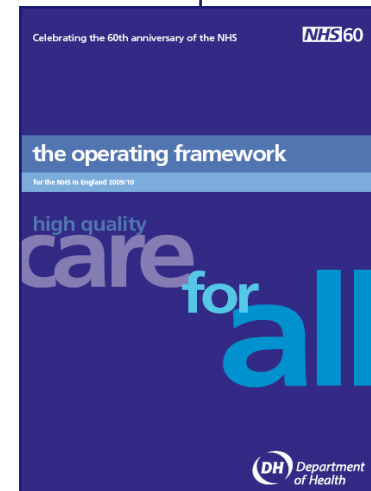
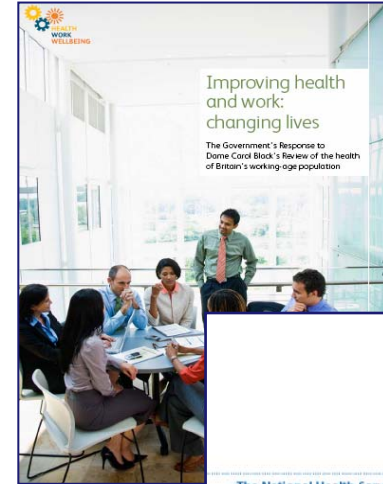
Partnership Working

Workshop Challenge: Session Three

What would be the immediate first steps

- Top ten initiatives
- To two key priorities / messages for the partnership

... group prioritisation for feedback ...



Keeping in touch

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