

Every Employee Matters

How to create a health and wellbeing strategy that supports your entire workforce – regardless of age, location or role



Hilary Todd, Associate Director, Occupational Health & Wellbeing

Welcome



Chaired by: **Karl Bennett**
Chair of EAPA (Employee Assistance
Programme Association)



Hilary Todd
Associate Director
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Understanding Diverse Needs & Balancing Different Workplace Locations

Question 1

You manage a huge workforce with multiple sites, disciplines, ages and needs. Do you have any advice on how business can

a) get the message out there

b) keep it at the front of people mind so they can use it when they need it

Inclusive Health & Wellbeing Programmes

Question 2

There are greater challenges in the NHS for staff to address a work-life balance, what additional offers have you implemented to ensure your employees feel valued?



Fast Track Staff Physio

“Working at the hospital and being able to just go across to the physio appointment was really helpful. It meant I was able to be working until a short while before my appointment and could then go straight back to work”

Estates Project Manager, Winchester

“Location was extremely important as travelling to another location would mean the appointment would take significantly more time out of my work day”

Senior Biomedical Scientist, Basingstoke

Trusts’ Health and Wellbeing Leads say...

“the funding for this service has enabled us to increase physio hours which allows staff to get treatment faster”

“without the service waiting times would be longer”

“If we didn’t have the system staff physio service our staff would revert back to an in-house service with limited locations, which could increase sickness absence”

- » **22** treatment locations available to all HIOW NHS staff across the county. IOW colleagues have chosen Fareham and Lymington as well as IOW locations
- » **815** surveys returned between service launch and Mar 24
- » **92%** said their impression of their trust had improved by having access to the MSK Service
- » **66%** said this service had stopped them needing to contact their GP
- » **84%** of individuals said the Staff Physio Service had a positive impact on their health and wellbeing
- » **42%** said they no longer need to take time off work for sickness or for attending appointments

EDNA Employee Disability & Neurodiversity Advice

Supporting neurodivergent staff

Working with Genius Within to develop training resources to support staff and their managers across SE Region.

- » Crib Sheets for Managers
- » Bitesize e-learning modules
- » Neurodiversity and Employer Support Podcast



Trusts' Health and Wellbeing Leads say...

"no one else offers anything like EDNA which has a major impact on how we look after people with neurodiversity"

"we have nothing at all to fill the EDNA void if it goes"

"there is an unmet need to do more to support and level up Reasonable Adjustments across organisations. EDNA would lead the way on this work"

"The Oliver McGowan training has heightened our awareness of neurodiversity and its importance"

"There isn't another service that mirrors EDNA as it stands, anywhere in the system."



Menopause

- » We were leading a system-wide approach for HIOW to become a best practice environment for menopause support
- » A key pillar in the ICB retention strategy
- » This service was unique to our ICS with the menopause offer providing 45 minute online 121 consultations with a menopause advisor
- » We trained the Menopause advocates and provided clinical oversight and community of practice
- » We facilitated and coordinated the Menopause-friendly workplace workstream on behalf of the system.

Trusts' Health and Wellbeing Leads say...



- » 156 surveys returned
- » 80% of these colleagues stated the Menopause 1:1 Service enabled them to remain in their current role
- » 50% said the Menopause service prevented them from taking at least 1 day off sick
- » 29% of colleagues who responded to our survey said they has previously considered leaving their current job due to menopause symptoms
- » 74% said they now feel confident to talk with their line manager about their symptoms
- » 35% said this service had stopped them needing to contact their GP about their menopause symptoms
- » 88% of colleagues interviewed in our peri/menopause in the workplace survey said they would use a work-based menopause clinic that could prescribe HRT

Data – Driving the Narrative Around Wellbeing

Question 3

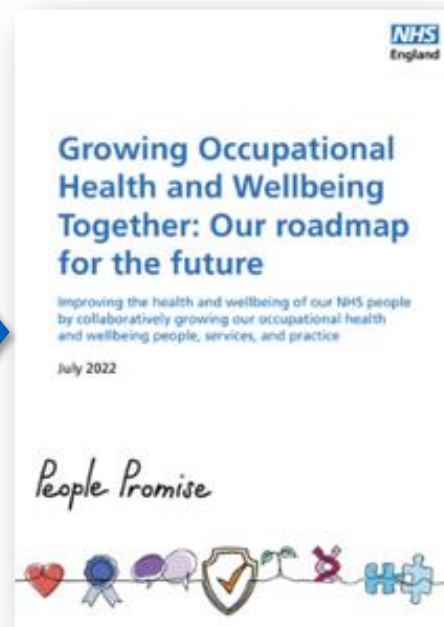
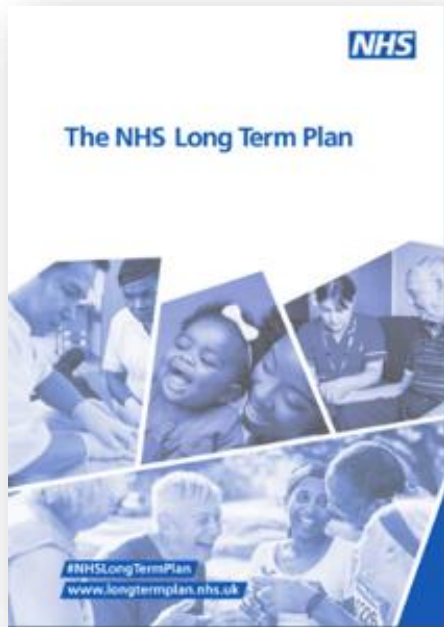
What data does the NHS use to consider the impact of any health and wellbeing intervention?

Communication & Transparency

Question 4

How do you manage to remain transparent and communicate effectively with a multi-layered, multi-disciplined, and multi-location group of staff when you don't have all the answers?

People Portal



Q&A

Thank you for your time!

Karl Bennett, Chair of EAPA

Hilary Todd, Associate Director,
Occupational Health & Wellbeing

hiowhealthcare.nhs.uk



We CARE through:



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Excellence