

<b>NHS Greater Glasgow and Clyde</b>	<b>Paper No. 23/112</b>
<b>Meeting:</b>	<b>NHSGGC Board Meeting</b>
<b>Meeting Date:</b>	<b>19 December 2023</b>
<b>Title:</b>	<b>Staff Health Strategy 2023 - 2025</b>
<b>Sponsoring Director/Manager</b>	<b>Anne MacPherson, Director of Human Resources and Organisational Development</b>
<b>Report Author:</b>	<b>John Somerville, Head of Occupational Health and Safety</b>

## 1. Purpose

- 1.1 The purpose of the attached paper is to share the Staff Health Strategy 2023 – 2025 with the Board for review and final approval.

## 2. Executive Summary

The paper can be summarised as follows:

- 2.1 The Staff Health Strategy 2023-2025 (the Strategy), follows on from the delivery of the 2021-2023 Strategy;
- 2.2 The Staff Health Strategy will cover a two year period to enable alignment with the new updated Workforce Strategy which is due to be in place from 2025;
- 2.3 Actions within the Strategy focus on recovery and four priority areas as follows:
- 1. Strengthening support for mental health and wellbeing including stress**
  - 2. Promote NHS Greater Glasgow and Clyde as a fair and healthy workplace in line with Fair Work Nation principles**
  - 3. Address in-work poverty and promote holistic wellbeing to mitigate inequalities in health**
  - 4. Support for managing attendance**
- 4.1 The overall aim of the Strategy is to improve staff wellbeing, promote a caring workplace, reduce and prevent ill-health and reduce sickness absence. Key outcomes that reflect this have been developed as follows:

## OFFICIAL SENSITIVE

- **Achieve 80% or more in the iMatter question in relation to the organisation cares about my health and wellbeing**
- **Increase awareness of resources available to support staff health and wellbeing to at least 80% of respondents in the 2024 Staff Health Survey**
- **Reduction in long term sickness absence by 2025 from current level towards the overall Board target of 5% and national 4% target**
- **Increase awareness of the Staff Health Strategy from the 2022 Staff Health Survey by a minimum of 5% in the 2024 Staff Health Survey**

Once the Strategy has been approved, an action plan will be developed through the Staff Health Strategy Group with engagement from the Area Partnership Forum, Equality Forums and approval through the Corporate Management Team to support delivery and assurance.

Funding is available against the deliverables within the Staff Health Strategy and no further funding is being sought to deliver the Action Plan.

Following discussion at the Board meeting of 31<sup>st</sup> October 2023 the Equality Impact Assessment was completed and approved.

### **3. Recommendations**

- 3.1 The Board is asked to approve the 2023-2025 Staff Health Strategy.

### **4. Response Required**

This paper is presented for approval.

### **5. Impact Assessment**

The impact of this paper on NHSGGC's corporate aims, approach to equality and diversity and environmental impact are assessed as follows:

- Better Health Positive
- Better Care Positive
- Better Value Positive
- Better Workplace Positive
- Equality & Diversity Positive
- Environment Positive

### **6. Engagement & Communications**

The issues addressed in this paper were subject to the following engagement and communications activity:

## OFFICIAL SENSITIVE

- The Staff Health Strategy has been through a comprehensive engagement and communication process, including engagement with Local Health and Wellbeing Leads in our Directorates, six Health and Social Care Partnerships and Staff Disability Forum representation.
- The Strategy was also informed by the results of the 2022 Staff Health Survey with 2362 responses received.

### **7. Governance Route**

This paper has been previously considered by the following groups as part of its development:

- Staff Health Strategy Group
- Staff Wellbeing Group
- Health and Safety Forum
- Area Partnership Forum
- Corporate Management Team
- Staff Governance Committee
- NHS Greater Glasgow and Clyde Board Meeting 31<sup>st</sup> October 2023

Feedback from these groups has been incorporated within the 2023-2025 Staff Health Strategy.

### **8. Date Prepared & Issued**

This paper was prepared during November 2023 and issued to Board members on 12<sup>th</sup> December 2023.