

NHS Greater Glasgow and Clyde	Paper No. 23/112
Meeting:	NHSGGC Board Meeting
Meeting Date:	19th December 2023
Title:	Staff Health Strategy
Sponsoring Director/Manager	Anne MacPherson Director of Human Resources and Organisational Development
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1. Introduction

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

2. Background

- 2.1. Staff are the most important resource that NHS Greater Glasgow and Clyde has. The Board has a long history of supporting and investing in Staff Wellbeing. The Staff Health Strategy plays an important role in this and demonstrates our ongoing commitment to improving the working lives of our staff.

3. Assessment

- 3.1 The 2021-2023 Staff Health Strategy covered a period where our workforce had been heavily impacted by the Covid-19 pandemic and this was a key influence on the strategy. The strategy has been a crucial driver for delivering key priorities to support and improve staff wellbeing as evidenced in areas such as: supporting staff mental health and wellbeing; developing Peer Support; improving the Health and Safety Culture; supporting staff with long term health conditions (including implementing a Long Covid Service for staff, introduction of rest and recreation hubs); and the success of initiatives such as the Active Staff Programme.

- 3.2 A new Staff Health Strategy has been developed covering the period 2023 – 2025 (to allow alignment with the new updated Workforce Strategy in 2025). The 2023 – 2025 Staff Health Strategy reflects the continued importance that is placed on staff wellbeing by NHS Scotland and the Scottish Government.
- 3.3 The 2023 - 2025 Staff Health Strategy has been informed by the results of the Staff Health Survey undertaken in November 2022. Four strategic priorities were identified from this with the aim of delivering ongoing support to staff physical and mental health:
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
- 3.4 The 2023-2025 Staff Health Strategy has been subject to extensive consultation and been developed with Staff Partnership involvement. It has now been approved by the Corporate Management Team, Area Partnership Forum and Staff Governance Committee. In addition, the amendments recommended at the NHS Greater Glasgow and Clyde Board meeting on 31st October 2023 have been incorporated within the Staff Health Strategy.
- 3.5 Funding is available against the deliverables within the Staff Health Strategy with no further funding being sought.
- 3.6 The updated Strategy further embeds staff wellbeing in the fabric of the organisation, builds on the success of previous strategies and continues to send a positive message to our staff that their wellbeing is a priority.

4. Conclusions

- 4.1 Staff wellbeing remains a top priority for NHS Greater Glasgow and Clyde and reflects the national importance of this priority. The new Staff Health Strategy has been developed in Partnership with results of the 2022 Staff Health Survey used to inform the four Priorities that have been identified.

5. Recommendation

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

6. Implementation

- 6.1. An Action Plan will support delivery of the Strategy with governance provided through the Corporate Management Team.

7. Evaluation

The approach taken within the Staff Health Strategy has an overall aim to improve staff wellbeing, promote a caring workplace, increase awareness of the Staff Health Strategy, reduce and prevent ill-health and reduce sickness absence. The Action Plan that is developed to support implementation of the Strategy will be used to help evaluate progress. In addition key outcomes have been developed and help to ensure that progress can be monitored and measured:

1. Achieve 80% or more iMatter score in relation to the organisation cares about my health and wellbeing
2. Increase awareness of resources available to support staff health and wellbeing to at least 80% of respondents in the 2024 Staff Health Survey
3. Reduction in all sickness absence by 2025 from current level towards target of 5%
4. Increase awareness of the Staff Health Strategy from the 2022 Staff Health Survey by a minimum of 5% in the 2024 Staff Health Survey

8. Appendices

Please see attached Staff Health Strategy 2023-2025.