

Board of Directors' Meeting April 2021

Agenda item	076/21		
Report	Report from the Chair: the appointment of a Wellbeing Champion		
Executive Lead	n/a		
	Link to strategic pillar:		Link to CQC domain:
	Our patients and community	✓	Safe
	Our people	✓	Effective
	Our service delivery	✓	Caring
	Our partners	✓	Responsive
	Our governance	✓	Well Led
	Report recommendations:		Link to BAF / risk:
	For assurance		
	For decision / approval	✓	Link to risk register:
	For review / discussion		
	For noting		
	For information		
	For consent		
Presented to:	n/a		
Dependent upon (if applicable):			
Executive summary:	<p>High sickness absence rates in the annual NHS Staff Survey results of 2018, prompted the commissioning of the 'Improving Health and Wellbeing Programme' in the same year, by the Secretary of State. It set out the ambition to improve NHS staff wellbeing and reduce sickness absence rates by 2022. Workforce stress and its implications was viewed as a growing problem amongst NHS workers, even at that time. Subsequently, the NHS Long Term Plan raised the issue of staff health and wellbeing, and highlighted its links to the provision of good quality care.</p> <p>The last 12 months of the COVID-19 pandemic have exacerbated the need for staff support, particularly relating to mental health challenges, physical resilience and a feeling of wellbeing amongst NHS teams.</p> <p>One finding from the Improving Health and Wellbeing Programme, was that strong leadership and good communication can have a positive impact on the wellbeing of colleagues. Findings showed that line managers and leaders could have more than four times more impact on health and wellbeing than any other intervention.</p> <p>Indeed, the NHS Constitution reflects the need to engage with colleagues and sets out that the NHS seeks to "engage staff in decisions that affect</p>		

	<p>them and the services they provide, individually, through representative organisations and through local partnership working arrangements.”</p> <p>We believe that the introduction of a board level ‘Wellbeing Guardian’ would send a message to our colleagues illustrating how seriously we, as leaders of the organisation, take their wellbeing and want to support their needs. We believe that this this role would be ideal for a Non-Executive Director to undertake.</p> <p>It is proposed that the Wellbeing Guardian will take an assurance role, in which they look at the organisation’s activities through a holistic health and wellbeing lens. Their purpose would be to:</p> <ul style="list-style-type: none"> • question decisions [made by the Board] which might impact on the wellbeing of our colleagues; • challenge behaviours which are likely to be detrimental; • challenge the Board to account for its decisions and their impact on the health and wellbeing of our NHS people; and • remind the Board to consider any unintended consequences of organisational actions and review them with a view to mitigating these. <p>As this becomes routine practice for the Board, the requirement for the Wellbeing Guardian to fulfil this role, should reduce over time.</p> <p>This role will be pivotal in the context of ensuring health and wellbeing is considered in the context of operational planning, including restoration of services in the organisation.</p> <p>The Board is asked to approve this new role for immediate effect, and to support the appointment of a new Wellbeing Guardian.</p>
<p>Appendices</p>	<p>None</p>