

MEETING: WBCCG Board

Item Number:

DATE: 22 May 2012

REPORT TITLE:	Briefing Paper STAFF HEALTH SAFETY AND WELLBEING
REPORT AUTHOR:	Tracie Smith (Health, Safety and Facilities Manager)
PRESENTED BY:	Julie Southworth
RECOMMENDATIONS/DECISION REQUIRED:	Yes
EXECUTIVE SUMMARY The report is to inform the WBCCG Board of the current Health, Safety and Wellbeing activities and the proposed plans for 2012 – 2013.	
FURTHER ACTION REQUIRED:	

TRACKING

Committee /Meeting	CCG Operations	Clinical Governance	Corporate Governance	Finance & Performance	Locality Audit Group	CCG Strategic Leadership	CCG Board	NHS GM Board
Consideration required y/n			Yes				Yes	
Date of submission			June 2012				June 2012	

Briefing Paper
STAFF HEALTH SAFETY AND WELLBEING

1. Purpose of Report

The purpose of the report is to inform the Wigan Borough Clinical Commissioning Group (WBCCG) Board of the current Health, Safety and Wellbeing activities and the proposed plans for 2012 – 2013.

2. Introduction/Background

The Good Work, Good Health Workplace Wellbeing Charter (the Charter) is about working together to make sure work does not impact on health, and that health does not impact on work. Working towards the excellence level of the Charter provides an opportunity for the organisation to demonstrate their commitment to the health and wellbeing of its workforce. The Charter is endorsed by the Association of Greater Manchester Authorities (AGMA) through the Health Commission.

The positive impact that employment can have on health and wellbeing is well documented within the research, i.e. the Boorman Review (2010). There is wide ranging reliable documented evidence to support that having a healthy workforce can reduce sickness absence levels and boost activity/productivity. This is good for the organisation, its workforce and the wider economy.

It is estimated that employees may spend up to 60% of their day time hours in their place of work. Therefore, for the majority of staff the workplace offers a significant potential setting to promote and improve health and wellbeing. Workplace interventions have the potential to impact upon wider health outcomes, such as promoting and encouraging healthier lifestyle behaviours.

3. The Current Position

We are all facing new and variable challenges within the workplace. However, Health, Safety and Wellbeing is an area that can easily be overlooked. It is important, given the affects on staff that this area maintains a profile on current business agendas. There are many reasons for this e.g. it is likely that by 2025 40% of adults will be obese, and the number of people living and working with chronic conditions will rise steadily, affecting morale, work activity, competitiveness, profitability. Factors such as obesity cause about 19 million sick days a year. If we do not ensure that, the workplace setting is used to its full potential to promote staff health, safety and wellbeing, it is anticipated that three-quarters of us will be unable to work until the future retirement age of 68.

To date the WBCCG Health, Safety and Well-being Group and the associated leads have been successful in gaining the 'Commitment Level' of accreditation and are now seeking approval to work towards the second stage which is the 'Achievement Level' of accreditation. The next Good Work, Good Health Workplace Wellbeing Panel takes place in Autumn 2012.

At a time of significant transition and organisational change it is important to demonstrate commitment to the health and wellbeing of the workforce, to enable us to support staff through the final year of the transitional process and to mitigate any possible negative impacts that the changes may have on staff welfare.

4. Local Implementation

Within the organisation to support the implementation of Health, Safety and Wellbeing interventions, we have established the Health, Safety and Wellbeing Group. The group consists of representatives from Human Resources, all services/departments and trade union representatives.

The aim of the group is to create a safe and healthy working environment for all staff employed by the WBCCG. The key objectives are to:

- Improve the physical and emotional well being of all staff.
- Encourage and support employees to develop and maintain healthy lifestyles.
- Provide advice and support to individuals with manageable health problems or disabilities to enable them to remain in work.
- Improve staff satisfaction and raise morale in so far as is practicable.

The Workplace Health and Wellbeing programme is being branded under the title Well@Work. In order to determine the priorities for action over the coming year we have recently disseminated a staff health and wellbeing survey. We had over 50% response rate which is exceptional for a workplace survey. The key priority areas highlighted from the analysis are:

- Managing transition
- Recognising training and development needs.
- Interventions to support the lifestyle areas of physical activity and weight management.

These will now be priority action areas for the Health, Safety and Wellbeing Group during 2012 – 2013. An action plan is currently being drafted which will be forwarded for approval to the next Corporate Governance Committee (June 2012).

5. Conclusions

From its inception at September 2011, the Health, Safety and Wellbeing group have made significant progress culminating in the successful achievement of the 'Commitment Level' of accreditation as noted above. We would like to recognise the contributions made by the current Board Champion for Health, Safety and Wellbeing Julie Southworth and the Workplace Champions who have significantly contributed to this programme of work. It is important that in progressing with this work we have the continued Board level support.

6. Recommendations

Having noted the information, we are now seeking approval from the WBCCG Board in order for us to continue to work towards the second stage 'Achievement Level' of accreditation of the Good Work, Good Health Workplace Wellbeing Charter. This work will not incur any additional financial implications as this will be managed within the current allocated budget.

The Health, Safety and Wellbeing group should consider how this good practice can be shared with the CCG Localities and Practices in the future.