An outstanding experience for every patient

Promoting Staff Health and Wellbeing at Salisbury

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## Our Facts & Figures 2014/15

### General Catchment population
240,000

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Beds</td>
<td>464</td>
</tr>
<tr>
<td>Number of Staff/Current turnover</td>
<td>4,054/9.7%</td>
</tr>
<tr>
<td>Elective Admissions</td>
<td>6,405</td>
</tr>
<tr>
<td>Day Cases</td>
<td>22,855</td>
</tr>
<tr>
<td>Regular Day Attendees</td>
<td>6,631</td>
</tr>
<tr>
<td>Emergency Admissions</td>
<td>28,494</td>
</tr>
<tr>
<td>A&amp;E Attendances</td>
<td>43,998</td>
</tr>
<tr>
<td>Outpatients</td>
<td>183,732</td>
</tr>
<tr>
<td>Number of Births</td>
<td>2,500</td>
</tr>
<tr>
<td>Number of Diagnostic scans (CT, MRI) and X-Ray</td>
<td>170,500</td>
</tr>
</tbody>
</table>
Our Regional Specialist Services

Patient-Centred & Safe
Friendly
Professional
Responsive

Wessex Laser Centre

Regional area
Local area
Spinal special area

Wessex Rehabilitation

Cleft Lip & Palate
Genetics
Burns
Plastic Surgery

Channel Islands

Salisbury
NHS Foundation Trust

Wessex
Laser Centre

Regional area

Bristol
Reading
Newbury
Basingstoke
Salisbury
Southampton
Ports
Brighton
Hastings
Bude
Plymouth
Taunton
Barnstable
Exeter
Truro
Isle of Wight
Our Supra-Regional Spinal Services

Salisbury
NHS Foundation Trust
Health and Wellbeing Approach

• Health and Wellbeing Strategy Group led by NED and Medical Director
• Health and Wellbeing Action Group
• Corporate branding and funding
• Salisbury NHS FT has an ambitious sickness absence target of 2.8%.

• In 2014 our sickness rate was 3.35%, placing us in 28th position out of 164 (top 20%). Absence is 2.99% as at Nov 15.

• The NHS Sickness Absence Rate for 2014/15 was 4.25% (HSCIC)
What our staff say:

Staff recommendation of the Trust as a place to work or receive treatment

Salisbury NHS Foundation Trust

Patient-Centred & Safe  Professional  Responsive  Friendly
• Reviewing trends in sickness in Salisbury we see increases during October – January with the prevalence of gastrointestinal increases.

• Other common themes include:
  – ‘anxiety, stress, depression, other psychiatric illnesses’
  – ‘back’ or ‘other musculoskeletal’
What have we done?

Stress
- Stress awareness week
- Psychological wellbeing short course
- RMN working 2 days a week in Occupational Health
- Early intervention referrals for Stress/Anxiety to Staff Counsellor
- Mindfulness sessions
- Mediation service
- Social running group

MSK
- Early intervention referrals for MSK to Staff Physiotherapist
- Pop up Physiotherapy clinics
- Promoting ‘Bike to Work Week’ & ‘Walk to Work Week’
- On site Staff club leisure centre with discounted membership
- Walking routes
- BP/weight/cholesterol check clinics
What has been the impact?

- In 2015 the uptake of RMN appointments was a total of 94 staff (including 22 work related stress cases).
- A total of 359 Physiotherapy appointments made in the last 6 months with 153 individuals receiving treatment (some of these have been seen at least 6 times).
- Attendance at a BP/Cholesterol and Weight Clinics average 15 per session and are over subscribed (on average we have been running 4/5 clinics per year).
What difference has it made?

• Stress reported absence: in November 2014 the absence rate was 14.49% and in March 2015 it had reduced to 9.8% and was 9.2% in October 2015

• Salisbury Staff FFT results from last year were very favourable, and put the Trust in the top 5% of NHS hospitals to work and in the top 10% to receive care of treatment out of 252 hospitals.

• The 2014 staff survey results show that Salisbury is better than average in providing support to staff to ensure that they do not experience:
  – work pressure
  – feeling pressure in last 3 months to attend work when feeling unwell
  – work related stress in last 12 months
What else?

- Social running group
- Walking routes
- Outdoor spaces – places for reflection
- Walk for Wards – well supported by staff and raises money for hospital
- Bike scheme (salary sacrifice) and shower access
- Flu jabs
- Intranet page containing fact sheets, sign posting to external organisations e.g. British Heart Foundation, i-resilience tools
- Remembrance day for staff
- Smoking cessation support
- Provision of Dignity at Work Ambassadors
- Mindfulness sessions and meditation groups
So what are we doing externally?

We are proud to have been recognised nationally for our H&WB work by NHS Employers and become part of their cohort of exemplar Trusts in Workforce Wellbeing and engagement in 2015

We have been awarded Highly Commended in the Wiltshire Council Public Health Awards 2014,

We have been recognised for the second year running as one of the HSJ Top 100 NHS places to work in 2015.

In 2015 we participated in Britain’s Healthiest Company project (1 of 2 NHS orgs)

In 2015 we signed up to the Public Health Responsibility Deal and have made pledges to improve in four areas; Chronic Conditions, Health and Wellbeing reporting; Healthier Staff Restaurants; Helping young people in the workplace (http://responsibilitydeal.dh.gov.uk)
What have been our successes?

• HWB Action Group enthusiasm
• Commitment and engagement from many areas
• Cholesterol/Blood pressure clinics
• Funding support from charitable monies
• External recognition
• Hospital Choir
• Mindfulness sessions
• Britain’s Healthiest Company participation and results
What have been our challenges?

• Coverage
• Sustainability – not one job
• Time
• Making the link between HWB and productivity- ROI
What next?

• HWB App development
• Netball team
• Facebook page
• Financial wellbeing
• Health Pod trial

• Keep on going!