

Healthy Working Lives Approach in NHS Lanarkshire



“Background

The Healthy Working Lives Award (HWL) was launched in April 2007 and builds upon the success of the Scotland's Health at Work Award. The award programme supports employers and employees to develop health promotion and safety themes in the workplace.

The HWL Award contributes to the Health Promoting Hospital (HPH) Standard 4: Promoting a Healthy Workplace, and CEL (14) Health Promoting Health Service: Action in Acute Care Setting section 10.6, “all acute sector units are to take part in the HWL Award Scheme and work towards an award if they have not already done so”.

The approach in NHS Lanarkshire has been to ensure that all staff, not only those in acute sites, are working in a healthy working environment. All three acute sites, 10 localities (in North and South Lanarkshire Community Health Partnerships) and two corporate sites are in the process of successfully attaining the HWL Award at different levels.

NHS Lanarkshire decided to participate in the award programme on a site basis in order to fully engage with staff and to ensure a targeted approach.

Purpose

- NHS Lanarkshire (NHSL) is responsible for improving the health of more than 635,000 people living within the North and South Lanarkshire local authority areas.
- NHSL employs approximately 12,000 staff.
- 28.37% of the workforce are over 50.
- 81.97% of the workforce are female.
- 87.71% of the workforce lives in Lanarkshire.
- NHSL recognises the importance of improving and protecting the health of their workforce in order for them to be able to improve health amongst the Lanarkshire population.
- If staff are well educated and engaged with the health improvement agenda they will be better placed to pass this on to patients and the wider Lanarkshire community.

HWL target

- Attainment of the gold HWL standard across all sites is stated in NHSL's corporate objectives.

Method

Co ordination across NHSL

The Employee Director / HWL Manager chairs a core HWL group.

This group addresses policies, procedures and strategies and provides an opportunity to share best practise, however each site and locality is assessed separately.

HWL is delivered in each site and locality by a dedicated HWL coordinator, who attends the NHSL core HWL group.

A progress report is completed by the coordinator and submitted prior to each core group meeting. Each coordinator is supported by a HWL working group which meets every 4-6 weeks and consists of a variety of representatives from across different departments and grades.

All events and activities are planned in response to the results of the staff health needs assessment. Each site and locality is supported by a HWL advisor. The same advisor supports all the acute sites, another advisor supports the North Community Health Partnership localities and another supports the South Community Health Partnership localities

Co ordination in the acute hospital sites

- Within the acute hospitals there is a shared health events calendar. This ensures a consistent message is achieved across the three sites, which is important since many staff members work across the three hospitals.
- HWL and Health Promoting Hospitals share the staff health agenda, so many of the events are aimed at both staff and patients/ visitors.



This allows the criteria for both HWL and HPH standards to be met and reduces duplication.

Budget

- NHS Lanarkshire provides HWL coordinators with a workplace budget of £2 per head from the endowment fund per year to invest in HWL activities.
- A representative from the endowment fund attends the core group meetings to update on finance.

Acute Site	Current HWL Award Status
Wishaw General Hospital	Silver - working towards gold
Hairmyres Hospital	Silver - working towards gold
Monklands Hospital	Gold - maintaining

North CHP Localities	Current HWL Award Status
Airdrie	Silver - working towards gold
Coatbridge	Silver - working towards gold
Motherwell	Silver - working towards gold
Wishaw	Bronze - working towards silver
Bellshill	Bronze - working towards silver
North	Bronze - working towards silver

South CHP Localities	Current HWL Award Status
East Kilbride	Silver - working towards gold
Hamilton	Bronze - working towards silver
Clydesdale	Bronze - working towards silver
CamGlen	Bronze - working towards silver

Corporate	Current HWL Award Status
Corporate HQ	Silver - working towards gold
Salus Occupational Health and Safety	Bronze - working towards silver

Feedback/Evaluation

- Each HWL group evaluates their own events and activities as part of the award programme. This is used to adapt the program to suit the needs of staff.
- As part of the gold award, each site and locality is required to benchmark their performance in certain criteria such as sickness absence or accident reporting. This is compared against each other and similar organisations and repeated every 3 years to monitor the impact of the programme.

Challenges

- The most recent NHSL staff survey shows that awareness and engagement with the HWL programme is varied across some staff groups. For example, those working in the Property and Support Services Division (PSSD) are often peripatetic workers and involved in shift and weekend work. This presents a challenge as to the best way to target these staff groups.
- NHSL has recently been awarded Scottish Government funding to take forward a project which will target some of these less engaged groups within NHSL.
- Often staff find it difficult to find time within their working day to attend HWL events.
- Another major challenge which remains is trying to persuade staff of the importance of the health improvement agenda, both in order to improve their own health and to influence the health of patients.

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