

Mental Health and Wellbeing Interventions in a Combined Acute and Community NHS Trust

Karon Hart

Healthier Lifestyles and Staff Wellbeing Services Manager

karon.hart@buckshealthcare.nhs.uk

Putting into context ...2012 ...Rationale for change

Persistently high levels of Sickness Absence resistant to existing management practice and other interventions

Lack of ownership and fragmented approach

Processes going round in circles

Detrimental effects on the health and wellbeing of the individual

Increased pressure on the wider team of sickness, presenteeism and general stress levels, the `domino effect`

Financial cost to the organisation

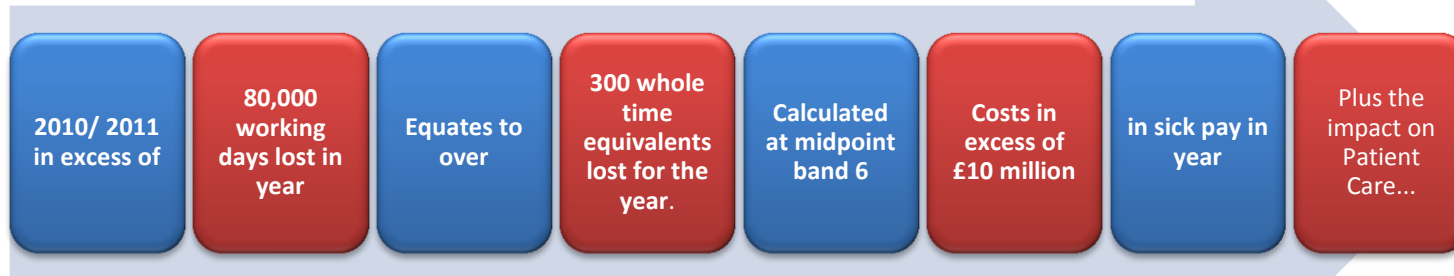
Safe & compassionate care,

every time



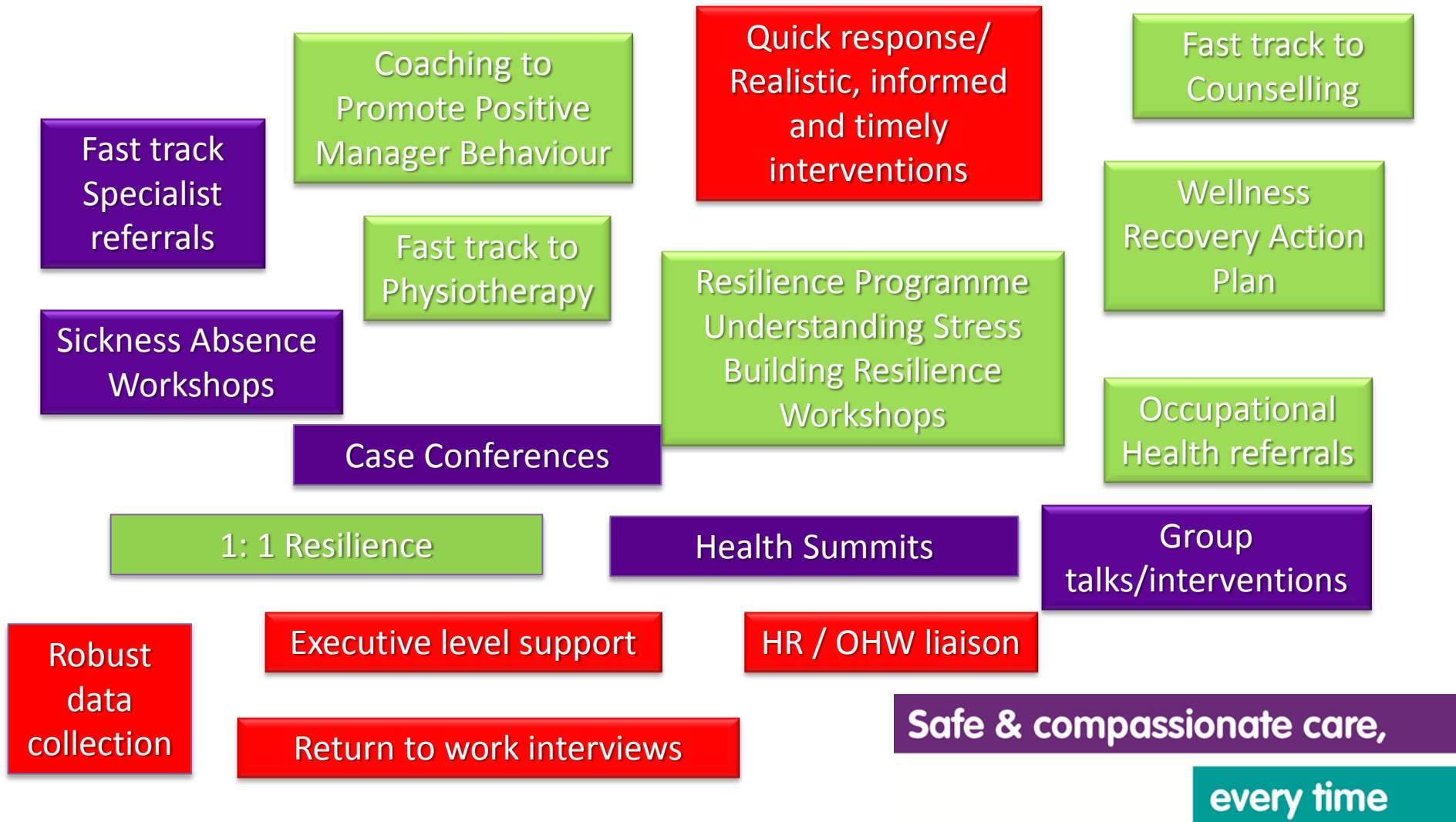
Safe & compassionate care,

every time



Safe & compassionate care,
every time

Sickness Absence Case Manager Activity has been the catalyst to growing Wellbeing Services to encompass implementing/ signposting to, all these elements



What does this mean in practice?

- There is a need to empower staff to look after their own health and wellbeing.
- Roles that involve caring for and helping people often mean neglect of our personal needs.
- If we look after ourselves with a ‘self-care’ approach – patient care will in turn benefit
- We can enable our managers to deal effectively with staff wellbeing and sickness absence
- Wellbeing can impact positively on all aspects of business functioning

Safe & compassionate care,

every time

Move to transformational and holistic Healthier Lifestyles and Staff Wellbeing Services

- Option to Exercise programme
- Fast track physio referral system
- In house massage services
- **Psychological support**
 - Resilience Programme individual and groups
 - Counselling – CBT and other modalities
 - **Wellness Recovery Action Plan**
 - HSE Stress Risk Assessments support
 - Psycho-educative group work/training
 - Positive manager behaviour course (with L&D coaching)
 - Mediation
 - Mental health awareness training

Safe & compassionate care,

every time

BHT Stress and Mental Health

- Referrals for mental health support that required counselling interventions went up 50% in 2014/15
- Estimated s/a days saved via fast track counselling equals a cost avoidance that demonstrates over 120% return on cost
- 52% staff seen for counselling cited work related issues as main reason for referral (now dropped to 49%)
- 73% staff seen for counselling were in a clinical role

Putting psychological wellbeing on everyone's agenda

Safe & compassionate care,

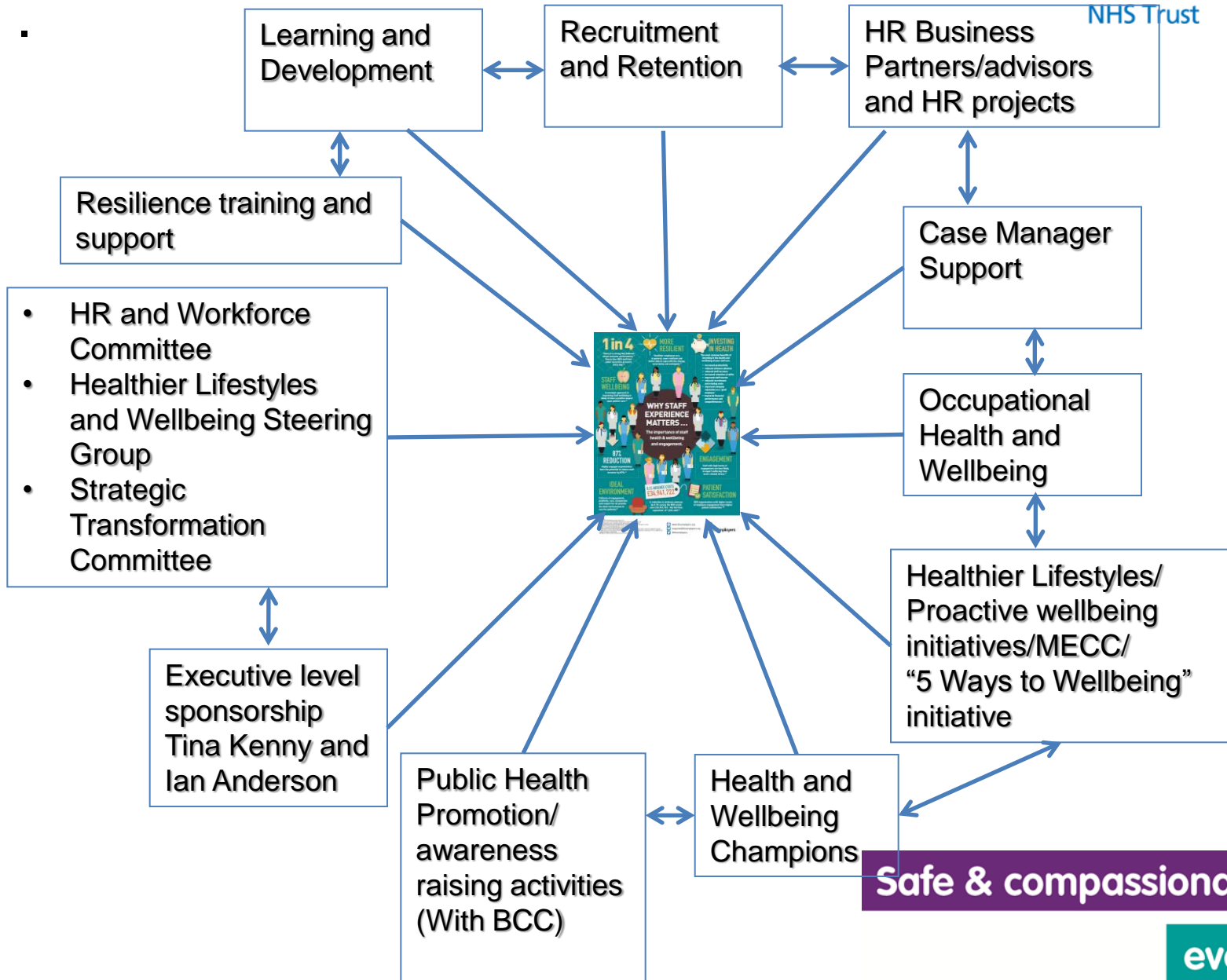
every time

Wellbeing Workforce Interventions

Buckinghamshire Healthcare



NHS Trust



The future plans....

- *To ensure the NHS as an employer sets a national example in the support it offers it's own staff to stay healthy*
- *To facilitate pro-active interventions to support staff and patient wellbeing – improving their health outcomes that are ‘whole organisation’ approaches*
- *To implement and embed CQUIN initiatives*
- *To enable the STP prevention agenda targets to be reached*
- *To support the holistic development of **BHT** as:*

‘A Great place to work’

....Stay ahead of the game

Safe & compassionate care,

every time