



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



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Buckinghamshire Healthcare Missinghamshire



NHS Trust

Putting into context2012 ...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

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2010/2011 in excess of

80,000 working days lost in year

Equates to over

300 whole time equivalents lost for the year.

Calculated at midpoint band 6

Costs in excess of £10 million

in sick pay in year

Plus the impact on Patient Care...

2014/15

19,528 LESS working days lost in year

Equates to a

sickness Reductio n of

Less whole time equivalen ts lost for the year.

73

Calculate d at midpoint band 6

Saving 1 million in sick pay in year

Plus the impact on Patient Care...

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

Fast track Specialist referrals Coaching to
Promote Positive
Manager Behaviour

Fast track to Physiotherapy

Sickness Absence Workshops

Case Conferences

Quick response/ Realistic, informed and timely interventions

Resilience Programme
Understanding Stress
Building Resilience
Workshops

Fast track to Counselling

Wellness Recovery Action Plan

Occupational Health referrals

1: 1 Resilience

Health Summits

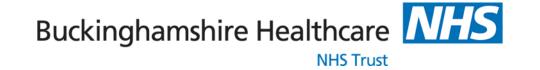
Group talks/interventions

Robust data collection **Executive level support**

HR / OHW liaison

Return to work interviews

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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
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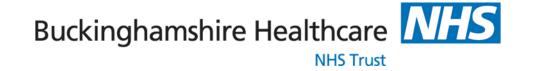


Move to transformational and holistic Healthier Lifestyles and Staff Wellbeing Services

- 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

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Mental health awareness training



BHT Stress and Mental Health

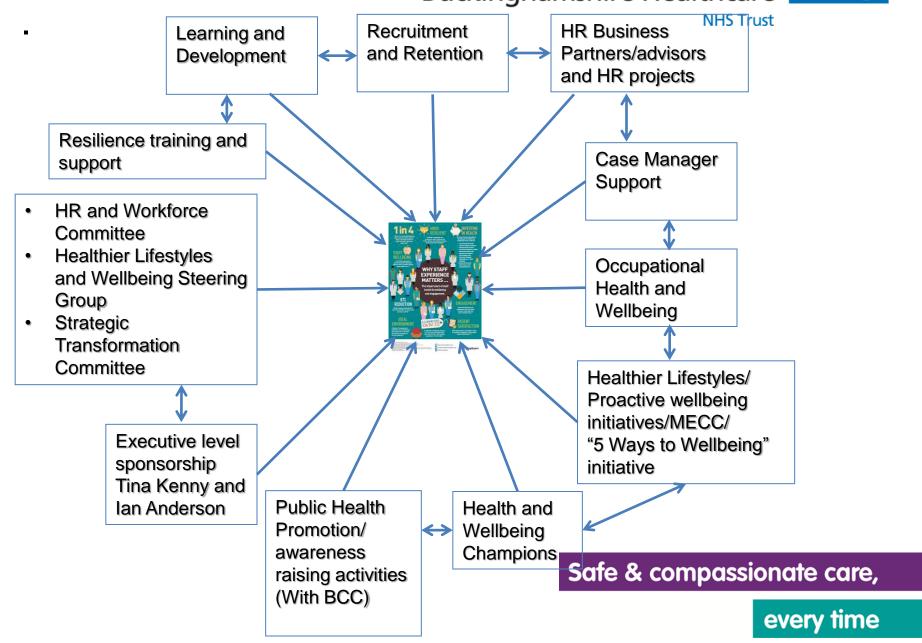
- Referrals for mental health support that required counselling interventions went up 50% in 2014/15
- Estimated s/a days saved via fast track counselling equals a cost avoidance that demonstrates over 120% return on cost
- 52% staff seen for counselling cited work related issues as main reason for referral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

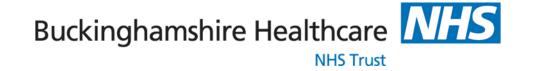
Putting psychological wellbeing on everyone's agenda

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Wellbeing Workforce Interventions

Buckinghamshire Healthcare





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'

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....Stay ahead of the game