



Integration Joint Board
Clinical and Care Governance Committee

12th December 2019

This Report relates to
Item 8 on the Agenda

Working Well Programme Update

*Paper presented by Caroline Cooksey, Workforce
Director NHS Dumfries and Galloway*

For Discussion and Noting

Approved for Submission by	Caroline Cooksey, Workforce Director, NHS Dumfries and Galloway
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List of Background Papers	Not Required
Appendices	Appendix 1 - Working Well Steering Group Terms of Reference Appendix 2 - Working Well Annual Report Appendix 3 - Data Analysis Report

SECTION 1: REPORT CONTENT

Title/Subject:	Working Well Programme Update
Meeting:	IJB Clinical and Care Governance Committee
Date:	12 th December 2019
Submitted By:	Caroline Cooksey, Workforce Director, NHS Dumfries and Galloway and Co-Chair of the Working Well Partnership Steering Group
Action:	For Discussion/Noting

1. Introduction

- 1.1 This report provides an update to the Clinical and Care Governance Committee in relation to the work of the Working Well Partnership Steering Group, for discussion and noting.

2. Recommendations

2.1 The Clinical and Care Governance Committee is asked to:

- Discuss and note the progress of the Working Well programme, as outlined in the Steering Group's first Annual Report, which was published in June 2019 (appended) in support of outcomes 6 and 8.
- Note the continuing progress and focus of the Working Well Steering Group, as evidenced by Data Analysis Report (appended) and the 2019 – 21 work plan currently under development in support of outcomes 6 and 8
- Note the NHS achievement of the Carer Positive Established Status Award in 2019, and the Councils prior achievement and maintenance of the Carer Positive Exemplar Award status in support of outcome 6.

3. Background

- 3.1 Staff Health and Wellbeing, as measured by sickness absence levels, is a key performance indicator for the Health and Social Care Partnership, as detailed in Outcome 8.
- 3.2 Achievement of the Carer Positive Employer Award is a nationally recognised standard to evidence policies, communications and support for staff who are also carers, in support of achievement of Outcome 6.

4. Main Body of the Report

- 4.1 The Working Well Steering Group was established within the NHS in 2018, with a focus to transform our traditional approach to absence and attendance management, and to refocus the organisational lens on to staff health and wellbeing resilience.
- 4.2 In parallel, the D&G Council established a significant programme of work in relation to staff health and wellbeing, in support of their journey towards, and achievement of Healthy Working Lives Gold Award status.
- 4.3 A Member of the NHS Healthy Working Lives team has participated as an active member of the Councils group since it was established, and has ensured that there has been a flow of information and idea sharing between the two groups, since the Working Well Programme was established.
- 4.4 Following publication of its first Annual Report, the Working Well Steering Group membership has now been extended and is now functioning as a Health and Social Care Partnership group, ensuring that where it is appropriate, initiatives are being developed, launched and implemented across the partnership consistently and cohesively, and resources are being shared to maximise the capacity and capability within both systems.
- 4.5 The Working Well Steering Group Terms of Reference are attached as **Appendix 1** for the Committee to review and note.
- 4.6 The Working Well Steering Group published its first Annual Report in June 2019, and this is attached as appendix 2 for the committee to review and note. This shows the range and scope of work of the group in its first year, and sets out a range of ambitions for the 2019 – 21 workplan currently under development.
- 4.7 During this period the NHS also achieved Carer Positive Employer Established Status. The Council previously achieved, and have maintained the Carer Positive Exemplar Employer Award Status.
- 4.8 A key piece of data analysis was undertaken by members of the Performance and Intelligence Team in relation to health workforce data, which was presented to the NHS Staff Governance Committee in the

summer of 2019. This analysis has been reviewed in detail by the Working Well Steering Group at its meeting on 2nd October 2019. The Steering Group agreed that the analysis was highly likely to be representative of the whole of the HSCP workforce, not just the health workforce and was extremely valuable in supporting the group to determine priorities and focus for the 2019 – 21 action plan. A copy of the Data Analysis Report is attached at **Appendix 3** for the committee to review and note.

- 4.9 The Steering Group have developed an action plan for the period 2020 – 2022, which will be presented to the Health and Social Care Senior Management Team at its meeting in November for discussion and noting.

5. Conclusions

- 5.1 The Committee is invited to discuss and note the work already undertaken by the Working Well Partnership Steering Group to support staff to be well and at work, to support achievement of:

Outcome 6:

People who provide unpaid care are supported to look after their own health and wellbeing, including to reduce any negative impact of their caring role on their own health and wellbeing

And

Outcome 8:

People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide

And in particular to:

Discuss and note the progress of the Working Well programme, as outlined in the steering group's first Annual Report, which was published in June 2019 (appended).

- 5.2 Note the continuing progress and focus of the Working Well Steering Group, as evidenced by Data Analysis Report (appended) and the 2020 – 22 work plan currently under development
- 5.3 Note the NHS achievement of the Carer Positive Established Status Award in June 2019, and the Councils prior achievement and maintenance of the Carer Positive Exemplar award status.

SECTION 2: COMPLIANCE WITH GOVERNANCE STANDARDS

6. Resource Implications

- 6.1. There are no additional resource implications for the operation and maintenance of the Steering Group infrastructure. All schemes which the Steering Group are / intend to sponsor are assessed for any resource implications as part of the work programme, and resources / funding are / will be discussed / secured as appropriate within the HSCP.

7. Impact on Integration Joint Board Outcomes, Priorities and Policy

- 7.1 This work supports achievement of Outcome 6:

People who provide unpaid care are supported to look after their own health and wellbeing, including to reduce any negative impact of their caring role on their own health and wellbeing

And

Outcome 8:

People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide

- 7.2 And supports achievement of the NHS requirement to achieve and maintain a 4% level of sickness absence, and to reduce sickness absence levels by 0.5% for each of the next 3 years, commencing 2019.

8. Legal & Risk Implications

- 8.1. No legal risks have been identified with this work programme to date.

9. Consultation

- 9.1. The Steering Group has been constituted in partnership, with representation from both statutory partners, and with staff side membership. Engagement and consultation with relevant staff and staff forums on individual programmes of work and tests of change is / has been planned into each work programme, under overarching sponsorship from the NHS Staff Governance Committee and Area Partnership Forum, and the Integration Partnership Forum.

10. Equality and Human Rights Impact Assessment

- 10.1. The principles of enhancing equality across the workforce, by identifying and redesigning strategies that support staff to be well and at work, is inherent within the overarching ethos of this work programme. All policies relevant to this work are subject to impact assessment (Flexible Working/ Attendance Management policies) for both NHS and Council. The work programme has been informed by robust data analysis, and seeks to provide targeted, positive support for staff in relation to protected characteristics including age and gender. An EQIA will be undertaken for specific strands of work where it is considered necessary to do so, beyond the overarching equalities safeguards detailed above.

11. Glossary

EQIA	Equality Impact Assessment
HSCP	Health and Social Care Partnership
NHS	National Health Service