



Occupational Therapy Role Emerging Placement

Based in our employee Health
and Wellbeing Service

Placement Profile

Placement Name: Lancashire Teaching Hospitals, Health and wellbeing team
Placement Address: Health and Wellbeing Centre, Royal Preston Hospital, Sharoe Green Lane, Preston, PR2 9HT
Telephone Number: 07922 389431/07590 419024
Contact Name: Lindsey Wharrie/Rachel O'Brien
Placement Facilitator: Lindsey Wharrie and Rachel O'Brien
Type of Placement: Occupational Therapy Role Emerging Placement – Employee Health and Wellbeing Service
Shift Times: Monday to Friday, 9am to 5pm

Details of type of clients being dealt with: All employees within our Trust have access to our health and wellbeing service. You would be supporting colleagues who may be planning to return to work, or who have recently returned following a period of absence.

Special Knowledge and information which would be useful to the student: This placement will be based within our staff health and wellbeing service, designing and offering occupational therapy services to any employees who may require this in line with their physical and/or mental health needs and goals. In some cases, the need for OT may potentially have arisen as a result of a health condition that has attributed to an absence from work. This intervention is offered as part of a supportive return to work plan or in order to provide support to an employee who may have recently returned to work following a period of absence. This may involve communication with a range of individuals involving sensitive information and will require a high level of confidentiality.

Please see some web links below of potentially useful information relating to Health and wellbeing within the NHS workforce:

<https://portal.e-lfh.org.uk> – Health and wellbeing champions e-learning module
<https://www.england.nhs.uk/nhsbirthday/work-well/supporting-staff-health-and-wellbeing/>

NHS Health and Wellbeing Framework | NHS Employers
Health & Wellbeing Strategy - NHS Health at Work Network
NHS England » NHS People Plan

Location & Line Management

Location of Department

The department is situated at Royal Preston Hospital, Sharoe Green Lane, Fulwood, Preston.

Line Management

Your line manager during your placement will be a member of the Health and wellbeing team. This person will be responsible for your day to day supervision and will have knowledge and experience of the Health and Wellbeing team however they will not be an Occupational Therapist. This person will also support your induction into the team. For your placement this will be: **Lindsey Wharrie, Health and Wellbeing Lead.**

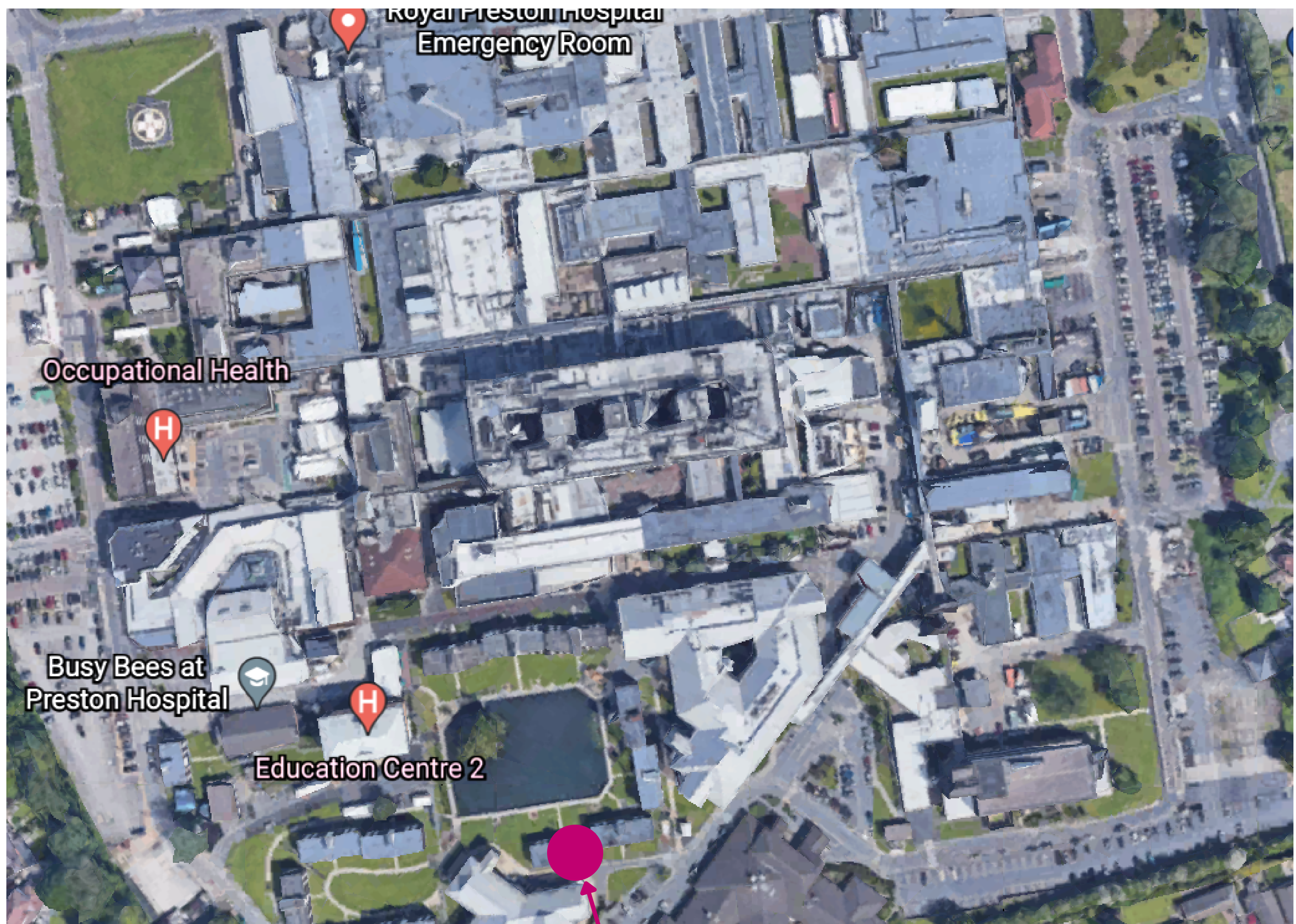
Occupational Therapy Assessor

You will have a named Occupational Therapy assessor with whom you will meet weekly for supervision. They will also be the named person to complete your half way and then final report for placement. This may be a face to face meeting or may be via virtual meeting methods. This can be agreed with your Occupational Therapy long arm assessor at the start of your placement. The Occupational Therapist will also be the person who will help coordinate your initial induction to your placement and will coordinate the pre placement information for you. For your placement the named Occupational Therapy educator will be provided prior to your start date.

Base

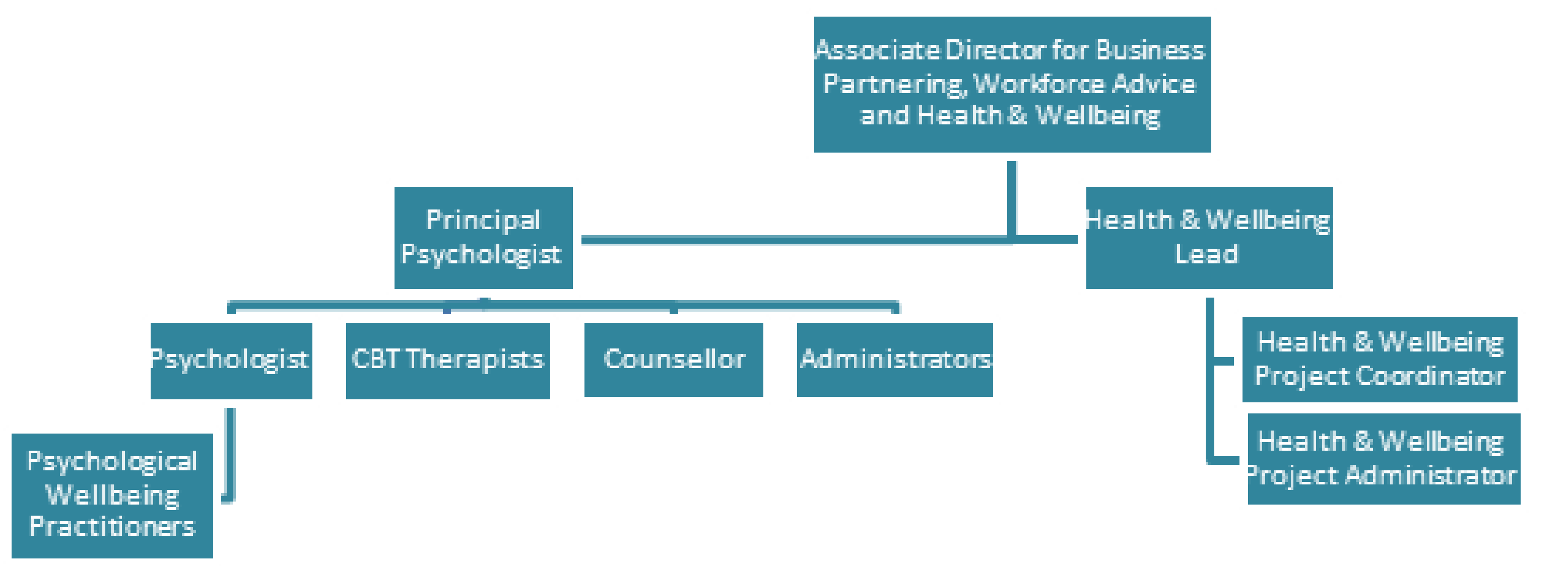
For your placement you will be based with the Health and wellbeing team who will facilitate your work base for the duration of the placement and practical requirements. The base for your placement will be: Health and Wellbeing Centre, Royal Preston Hospital (indicated on map - see next page).

Site Map - Royal Preston Hospital



You'll find the Health and Wellbeing Centre here, next to Education Centre 1, backing on to the duck pond.

Team Structure - Health and Wellbeing



We work closely with our wider Workforce and Organisational Development team, including our Workforce Advice team who support line managers with sickness absence management.

Learning Opportunities

As this is a role emerging Occupational Therapy placement opportunity the outcomes from this placement may vary and there is ownership on yourself, as a learner, to access learning opportunities linked to your profession and learning outcomes in discussion with your direct line manager and the long arm Occupational Therapy assessor.

Learning opportunities may include:

- Observation in practice of the variety of professions within the Health and Wellbeing team
- To provide Occupational Therapy interventions within an aspect of the 5 key commitments of the Health and wellbeing team. This may be one to one or group interventions focusing on a specific area relating to:
- Ensuring that the workforce and future workforce perceive Lancashire Teaching Hospital as an employer which takes positive action on Health and Wellbeing
- Reducing incidents of musculo-skeletal injuries as a result of work
- Developing a culture of promotion of positive mental health of the workforce and reduces work related stress
- Ensuring continuous improvement of the working environment for staff enabling them to eat, drink, rest and feel well at work
- Protecting staff and patients from the flu virus by ensuring optimum uptake of the staff flu jabs
- To provide Occupational Therapy interventions to support staff return to work following long term sickness absence
- To introduce new opportunities for staff to improve their health and wellbeing in the workplace utilising the person, environment and occupation model
- To obtain qualitative or quantitative service user outcomes

The emphasis during this placement is that self-directed learning is key, with professional accountability and communication skills required. You will be responsible for optimising your learning and development opportunities within this exciting environment for Occupational Therapy practice.

You will need to provide evidence of this learning, the application of learning implementation and evaluation to your Occupational Therapy educator. The direct line manager within the health and wellbeing team will also provide feedback and supporting evidence to the Occupational Therapy educator to support this process.

You may wish to link with your direct line manager and Occupational Therapy educator to outline a plan for your first week on placement.

Achieving excellence in learning and care...



Placement Charter

This Charter demonstrates the Placement's commitment to provide a safe and high quality learning environment for all learners to prepare them for their future roles working collaboratively in multi-professional teams. The 'Placement Pledges' and the 'Rights, Roles and Responsibilities of learners' instil the values embedded within the NHS Constitution (DH 2013) and Health Education England's NHS Education Outcomes Framework (DH 2012).

Placement Pledges

Ensure all learners are welcomed, valued and provided with an inclusive, safe, stimulating and supportive learning experience.

Promote a healthy and 'just' workplace culture built on openness and accountability, encouraging all learners to raise any concerns they may have about poor practice or 'risk', including unacceptable behaviours and attitudes they observe at the earliest reasonable opportunity. Respond appropriately when concerns are raised.

Provide all learners with a named and appropriately qualified / suitably prepared mentor / placement educator to supervise support and assess all learners during their placement experience.

Provide role modelling and leadership in learning and working, including the demonstration of core NHS 'values and behaviours' of care and compassion, equality, respect and dignity, promoting and fostering those values in others.

Facilitate a learner's development, including respect for diversity of culture and values around collaborative planning, prioritisation and delivery of care, with the learner as an integral part of the multi-disciplinary team.

Facilitate breadth of experience and inter-professional learning in placements, structured with the patient, service user and carer at the centre of care delivery, e.g. patient care pathways and commissioning frameworks.

Adopt a flexible approach, utilising generic models of learner support, information, guidance, feedback and assessment across the placement circuit in order to support the achievement of placement learning outcomes for all learners.

Offer a learning infrastructure and resources to meet the needs of all learners, ensuring that all staff who supervise learners undertake their responsibilities with the due care and diligence expected by their respective professional and regulatory body and organisation.

Respond to feedback from all learners on the quality of the placement experience to make improvements for all learners.

Rights, Roles and Responsibilities of learners

Prepare adequately for the placement, including contact with the placement in advance. Disclose any health or learning needs that may impact on the placement, or the achievement of learning outcomes.

Raise any serious concerns about poor practice or 'risk', including unacceptable behaviours and attitudes observed at the earliest opportunity. Be clear who to report any concerns to in order to ensure that high quality, safe care to patients / service users and carers is delivered by all staff.

Actively engage as an independent learner, discuss learning outcomes with an identified named mentor / placement educator, and maximise all available learning opportunities.

Observe effective leadership behaviour of healthcare workers, and learn the required NHS 'values and behaviours' of care and compassion, equality, respect and dignity, promoting and fostering those values in others.

Be proactive and willing to learn with, from and about other professions, other learners and with service users and carers in the placement. Demonstrate respect for diversity of culture and values, learning and working as part of the multi-disciplinary team.

Maximise the opportunity to experience the delivery of care in a variety of practice settings, and seek opportunities to learn with and from patients, service users and carers.

Ensure effective use of available support, information and guidance, reflect on all learning experiences, including feedback given, and be open and willing to change and develop on a personal and professional level.

Comply with placement policies, guidelines and procedures, and uphold the standards of conduct, performance and ethics expected by respective professional and regulatory bodies and organisations.

Evaluate the placement to inform realistic improvements, ensuring that informal and formal feedback is provided in an open and constructive manner.

- 'Learner' refers to all health, education and social care students, trainees, hosted learners.
- 'Placement' relates to all learning environments / work based learning experiences.
- 'Mentor' / 'placement educator' relates to all trainers / supervisors / coordinators appropriately qualified / suitably prepared to support learners.
- 'Professional and regulatory body and organization' relates to standards required to ensure patient and public safety, and professional behaviours.

Welcome to our Health and Wellbeing team

We look forward to you joining us in our ambition to provide the best level of support to our colleagues. You will play an important role in developing and implementing a model of Occupational Therapy intervention to integrate with our service. This aims to provide an enhanced level of support to our colleagues, who may be absent from work due to sickness or other circumstances. This may also support colleagues who have recently returned to work following a period of absence.

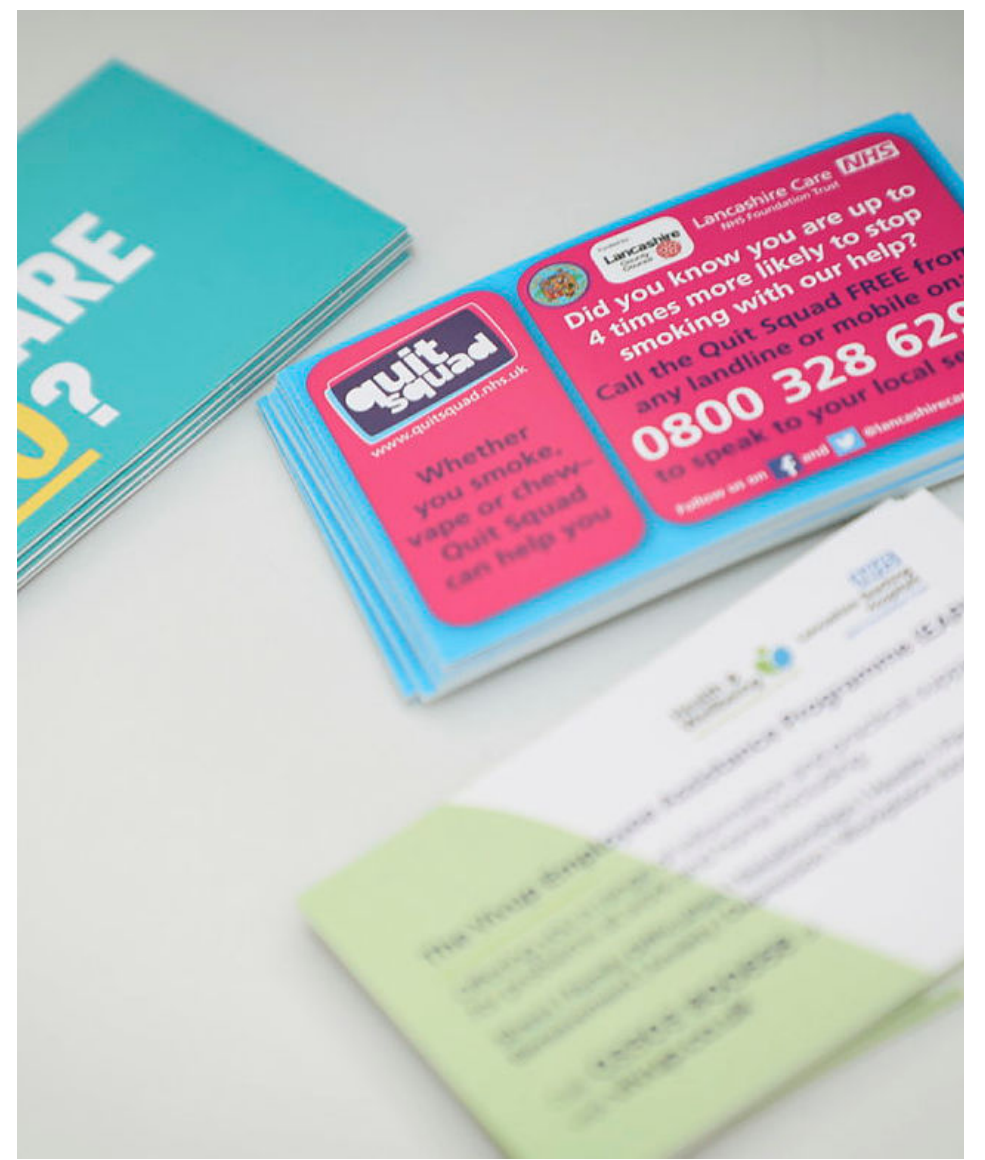
This placement will include contributing to the design and development of how this intervention fits with our wider service and rolling out a pilot scheme to assess and evaluate the benefit. It is envisaged that through appropriate assessment and therapeutic treatment your role will enable our colleagues to achieve their physical and mental health recovery goals, which will ultimately help them to remain well at work. As part of this placement you will work alongside our psychological wellbeing service and our occupational health physiotherapy service, enabling you to develop a broad understanding of holistic health and wellbeing in the workplace.

We look forward to supporting you in achieving your learning objectives and assure you of our commitment to providing a good quality and valuable placement.

Please read on in order to find out more about our service, including what we set out to achieve and a summary of what we have accomplished during 2020-21.

Health & Wellbeing

caring compassionately for our colleagues



Health and Wellbeing Annual Report

2020-2021

During 2020-2021 our health and wellbeing service has been challenged with working at rapid pace to deliver much needed support in a variety ways to all of our workforce, as they were impacted by the COVID-19 pandemic. We are proud to have played a key role in developing and implementing support for our staff when it has been needed most, all whilst still making great achievements against our five commitments as outlined within the Health and Wellbeing action plan.

Key achievements


- Operationalised rapid growth and expansion of our Psychological Wellbeing Service
- Designed and implemented a series of risk management pathways and support programmes to enable safer working during the COVID pandemic
- Secured charitable support to enhance staff wellbeing through initiatives including improvements to rest and recreation areas
- Completed TUPE transfer arrangements to bring our counselling and physiotherapy services back in house
- Launched a staff health check programme prioritised for COVID higher risk colleagues
- Launched our brand new Employee Assistance Programme provided by Vivup

We know that challenging times still remain ahead for our workforce and their wellbeing, we remain committed to supporting our colleagues and contributing to the Trust Big Plan ambition of being a Great Place to Work. Our 3 year action plan will be refreshed in 2021, team and individual objectives will be guided by our action plan that is aligned to both our local Workforce and Organisational Development Strategy and the national NHS People Strategy.

OUR AIM....

is to compassionately care for our staff by understanding and addressing their workplace health and wellbeing needs

Action Plan: Five Key Commitments



1. Ensure that our workforce and future workforce perceives us as an employer who takes positive action on Health and Wellbeing

2. Reduce the incidence of staff experiencing musculoskeletal (MSK) injuries as a result of work

5. Protect staff and patients from the flu virus by ensuring optimum uptake of staff flu jabs

3. Develop a culture in which promoting the positive mental health of our workforce and reducing work related stress are seen as priorities

4. Ensure continuous improvement of the working environment for staff, enabling them to eat, drink, rest and feel well at work

Commitment 1 - Ensure that our workforce and future workforce perceives us as an employer who takes positive action on Health and Wellbeing

We have worked collaboratively at an Integrated Care System level and developed positive links with the Lancashire Resilience HUB. Internally we have worked collaboratively with our colleagues across many areas including communications, utilising all channels available to maximise opportunities for focus on health and wellbeing. 2020 staff survey results reflected a positive improvement of staff perception relating to health and wellbeing. When asked whether the organisation takes positive action on health and wellbeing, 34.4% of staff answered positively, which represents a 4% increase on 2019 and is 2.7% above national average.

In March 2021 we rolled out a staff health check programme, supported by charitable funding. Health checks include Coronavirus antibody testing and Vitamin D screening, they are offered to staff considered at higher risk of serious illness in relation to Coronavirus, including colleagues from a BAME background, those over the age of 60, male staff and those with underlying health conditions.

Workplace Wellbeing Charter - Aiming For Excellence



We reviewed and expanded our health needs assessment survey in preparation for launch in April 2021, incorporating questions focused on exhaustion, burnout and stress. Survey results will form part of the evidence base for our Workplace Wellbeing Charter reaccreditation process. We have collated our evidence in preparation for charter mark accreditation submission in May 2021.

Commitment 1 - Ensure that our workforce and future workforce perceives us as an employer who takes positive action on Health and Wellbeing

154 Health and Wellbeing Champions



Women & Children
19



Surgery
37



Estates & Facilities
6



Medicine
15



Corporate
38



DCS
39

During 2020/21, our Health and Wellbeing Champions have been vital to the delivery of wellbeing initiatives, leading on many activities, from supporting staff fitness and healthy eating, to boosting mental wellbeing with online singing, and even directly protecting health by becoming flu vaccinators if NMC registered. Here's a brief sample of what Champs have been up to:

In the April 2020 Health and Wellbeing Newsletter, Dr Aftzal Imtiaz (pictured right, on his health-promoting Instagram account) shared one of his favourite recipes for keeping his energy up on shift: a delicious chickpea curry which is a hit with his colleagues too!



From September 2020, H&W Champion and Critical Care Sister, Julia Rolfe (pictured right), once again showed her long-standing dedication to supporting colleagues on their fitness journey, by getting LTHTR staff running sessions going again as pandemic restrictions allowed.

Commitment 1 - Ensure that our workforce and future workforce perceives us as an employer who takes positive action on Health and Wellbeing

Health and Wellbeing Champions....



Undaunted by pandemic restrictions stopping in-person rehearsals, LTHTR Choir leader Rowena Perry (pictured left, top) worked hard to record guide tracks for choir members and arrange and lead online rehearsals, boosting members' wellbeing at a particularly challenging time. In December 2020, choir member and fellow H&W Champion Deirdre Justusson (pictured left, bottom), produced a video version of Silver Bells instead of the choir's usual carolling gigs in the hospital wards and at community venues.



Planned in March, delivered in April our champ, Lillian Campos, delivered a virtual Pilates session for our colleagues



During 2021-22 and in line with the national and local workforce strategy, we will develop and grow the diversity and reach of our wellbeing champion network, provide further detail and clarity around the role, implement training and development opportunities and seek greater feedback in order to identify any areas of health and wellbeing concern and to celebrate successes regularly.

Commitment 1 - Ensure that our workforce and future workforce perceives us as an employer who takes positive action on Health and Wellbeing

Our Campaign Calendar

Our campaign calendar was refined during 2020 with our communications focused on priorities including psychological support and Flu vaccination. In January 2021 wider campaign work was resumed and we have recognised and promoted Time to Talk Day, National No Smoking Day and World Sleep Day, with further promotions planned aligned with our local and national workforce strategies.



Our Social Media @LancsHospHandWB #winningatwellbeing



We have actively promoted our campaigns on our social media platforms. Via Twitter we have achieved 136,000 impressions (total number of times a tweet is seen anywhere on Twitter), posted 123 original tweets, received 437 likes and increased the number of followers on our Twitter account steadily each quarter, bringing our overall total to 1,475. Our top posts overall featured helpline details, mental health support or mindfulness sessions, flu vaccination, competitions for colleagues to enter and good ideas for boosting colleague wellbeing, shared by colleagues. Via Facebook we had 191 followers at the end of March (increasing trend) and a total of 3,274 different people who saw our Facebook posts during the year.

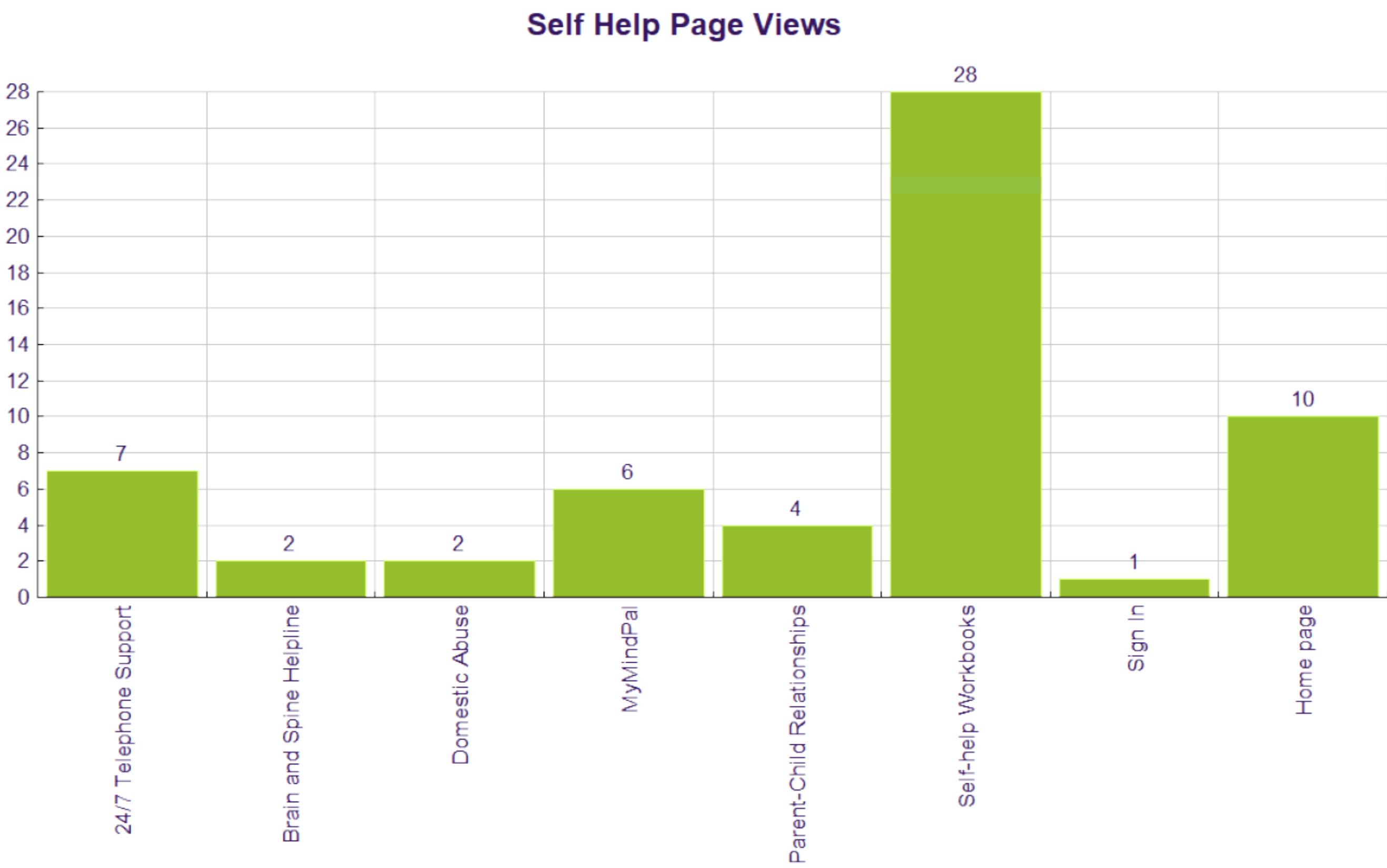
Commitment 1 - Ensure that our workforce and future workforce perceives us as an employer who takes positive action on Health and Wellbeing

Employee Assistance Programme



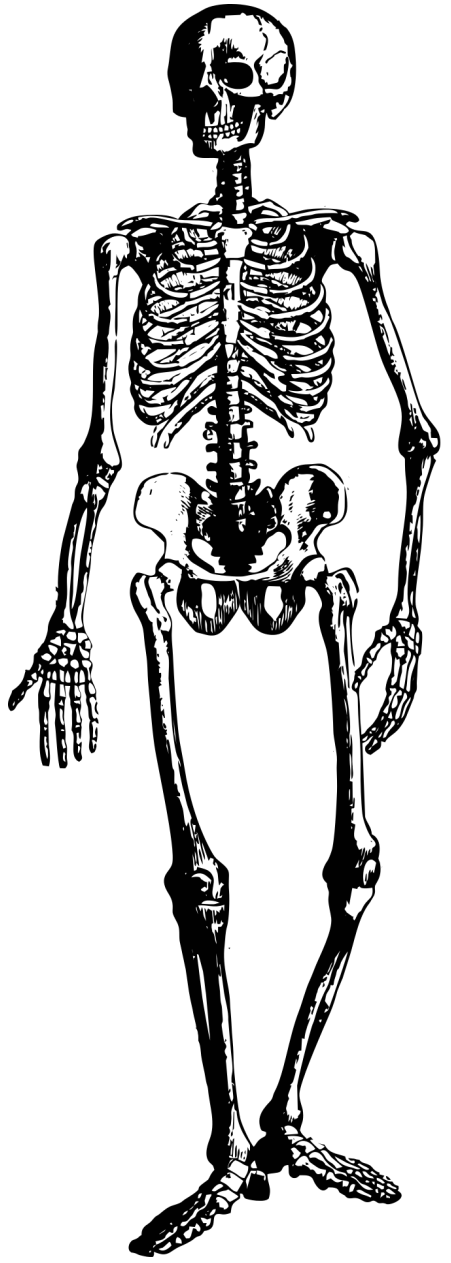
We launched our Vivup EAP service in December 2020 which offers a 24/7 helpline to support staff with any home, work or life troubles including debt, alcohol, physical health, family problems, bereavement and much more. Colleagues can access in the moment support via this helpline, six free telephone counselling sessions and a portal offering podcasts, self-help workbooks and signposting information. We have promoted this service via a poster campaign, wallet cards, pop up banners, CEO Brief, a downloadable App, our intranet and through our HR and line manager networks.

In the first 3 months post launch (January-March 2021) our self-help pages were already receiving a good level of interest:



Commitment 2 - Reduce the incidence of colleagues experiencing musculoskeletal (MSK) injuries as a result of work

During 2020-21 we increased our focus and promotion relating to Display Screen Equipment enquiries, given the increased numbers of colleagues working away from base. We received a higher than usual number of DSE enquiries relating to workstation equipment and ergonomics, totaling 178 during the year, an increase of over 200% when compared to those recorded in 2019-20. We developed working from home guidance and e-learning for home working DSE self-assessment, we promoted instructional videos on workstation set up and signposted to the Health & Safety Executive home workers toolbox.



We received 549 referrals to our Physiotherapy service, this remains consistent with 540 the previous year. There are however some gaps in our data reporting in this area, following the TUPE transfer of this service to LTHTR we will address this in 2021-22.

During 2020-21 some of our physical activity promotion, such as yoga and pilates exercise classes were stood down, due to restrictions. The Coronavirus pandemic encouraged greater engagement with outdoor exercise, in line with this uptake of our Cyclescheme colleague benefit increased, with 164 certificates issued during 2020, compared to 68 in 2019.



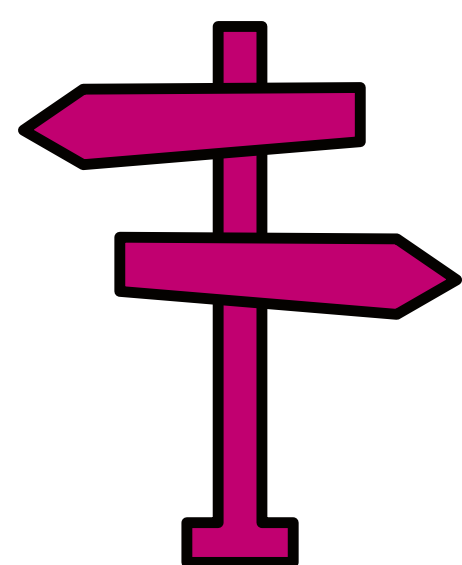
Commitment 2 - Reduce the incidence of colleagues experiencing musculoskeletal (MSK) injuries as a result of work

Question 11b of the NHS Staff Survey, "During the last 12 months I have not experienced musculoskeletal (MSK) problems as a result of work activities?" 71% of our staff agreed, this represents 29% of our workforce reporting MSK problems as a result of the work they do for the Trust. A 1% increase on 2019 and in line with the national average, also reported at 71%.

We have begun our targeted preventative campaign work, surveying two areas where triangulated data indicated higher incidence of MSK concern. Survey results highlight:

- In both sets of responses back pain and muscle joint and stiffness feature within the top 3 areas of MSK concern
- Respondents indicated the most common treatment and support options to be self-care and over the counter painkillers
- Respondents indicated low awareness (21% in one survey) of back care workshops and self-help MSK videos
- Responses indicated a perception that MSK health was less important to senior leaders, when compared to line managers and colleagues
- Survey results indicated perceived contributory factors to poor MSK health as; sitting or standing in awkward positions, repetitive movements, long shifts, insufficient rest breaks, physically demanding jobs and equipment or a work environment not considered fit for purpose

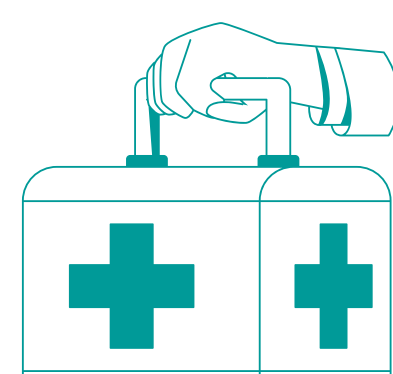
During 2021-2022 we will:



Implement proactive communication to colleagues absent with MSK injury, advising them of the OH Physiotherapy service.



Engage key movers and wellbeing champions to raise awareness of preventing MSK injury.



Progress pilot preventative campaigns in at least two areas

Commitment 3 - Develop a culture in which promoting the positive mental health of our workforce and reducing work related stress are seen as priorities

We have continued to grow our Psychological Wellbeing Service, our helpline was developed very quickly to provide psychological first aid through a team of staff supporters in the early stages of the Coronavirus pandemic. Our service offer incorporates guided self-help, sign-posting and allows one point of access to a wide range of in-house psychological support options, including brief psychological therapy and tailored group support options.

We invested further resources within our psychological wellbeing team to staff the helpline and in-house service including; an additional Staff Psychologist, 2 x CBT Therapists and Psychological Wellbeing Practitioners, with most of these appointments made on a permanent basis. We provide cognitive behavioural therapy, EMDR, clinical psychology assessment and therapy and counselling to staff who have experienced work related difficulty.

Our work has also included development of a suite of psychological support videos, leaflets, posters and staff communications via briefings and social media. We have delivered a series of support sessions for shielding staff, BAME staff, staff who have been redeployed and for key areas including critical care, respiratory and domestics. Mental health drop ins and Mindfulness sessions (both long and short sessions) have been available to all staff. Manager and supporter 1:1 consultations have been offered, enabling advice to be sought about how best to support individuals and teams.

We launched a pilot programme for proactive trauma screening and intervention and have delivered bespoke group and team support interventions on request, after incidents, following the loss of colleagues and when team resilience has been fragile.

Commitment 3 - Develop a culture in which promoting the positive mental health of our workforce and reducing work related stress are seen as priorities

Sessions focused on self-care and supporting teams have been offered to leaders and managers, including medicine consultants, ward managers and matrons. We have provided support and supervision to our network of Mental Health First Aiders and launched a course to help managers develop skills for supporting staff who may be in distress. We have provided incident support training for staff supporters and developed a managing emotions and relationships pathway for staff who are having difficulties in this area. A new course has been introduced covering mindfulness based cognitive therapy (MBCT) which aims to reduce recurrence of anxiety and depression.

Question 11c of the NHS Staff Survey, "During the last 12 months have you felt unwell as a result of work related stress?" 43.5% of our staff said yes, this represents a 3.1% increase on 2019 and follows the national trend at 0.6% below the national average.

We have incorporated questions into our 2021 Health Needs Assessment survey to further understand the triggers for the increasing trend relating to work related stress, we will focus on our resources, information and support in this area in 2021-22.

During 2021-2022 we will:



Launch and embed our team stress risk assessment.



Evaluate and review resourcing options for continuation of our outreach call programme.



Embed our counselling service following TUPE transfer from Wellbeing Partners to LTH.



Continue our work to develop a comprehensive approach to mental health training.

Psychological Wellbeing Service

- Our Colleague Feedback

We collect our evaluation data on a continual basis, here are some positive comments demonstrating the impact our service has.

"I found the call to be supportive and sympathetic of what I had been through and also what I may need going forwards. I certainly wouldn't hesitate to use or recommend this service"

"It's a fantastic link for staff, I'm so glad I picked up the phone to the service."

"The lady that took my initial call when I was very distressed was very understanding and supportive and clear in what support was available. My 1:1 support that I have been receiving has been very professional and helpful. Thank you"

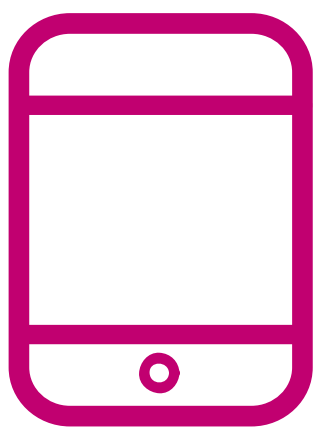
"They are a valuable and great support. This is the first time I have sought help of this kind and it was a positive experience, just knowing it is there if I need it again helps"

"86% of those who responded to the relevant question in our evaluation survey stated that accessing the helpline had helped them to remain in work or return to work."

"It was reassuring to know the Trust has this facility to provide staff with information and support."

"The team are very helpful and supportive."

Impact Measures: Psychological Wellbeing Service & Helpline



713

Outreach Pilot
Calls



1909

Psychology
video viewings



650

1:1 colleague
contacts via our
helpline



155

Mindfulness
Session/Training
Attendances



133

Incident Support
Session
Attendances



183

Accepted
referrals for
brief therapy



3

New e-learning
modules introduced
raising awareness
relating to suicide



1000

Colleagues have
been able to access
psychological support

Commitment 4 - Ensure continuous improvement of the working environment for staff, enabling them to eat, drink, rest and stay well at work

Whilst we were already acutely aware of the shortage of suitable rest and recuperation areas for colleagues within our estates, the Coronavirus pandemic highlighted this further and a number of infection control and wellbeing risks to our staff were identified. We implemented a Safer Working Group to make strategic decisions relating to the required interventions and improvements to ensure safe working during the pandemic. Through this group a number of projects to improve wellbeing and rest space were completed or initiated in 2020-21. Much of this work was made possible thanks to generous charitable donations and our initiative was published as a national case study.



Rest Space Improvements

Sleep pods
RPH

Shower and
changing
area refurb
RPH

New
changing
rooms CDH

4 break
areas
selected for
revamp

Refurbished
Drs Mess at
RPH

Refurbished
Drs Mess at
CDH

New picnic
benches at
both hospital
sites

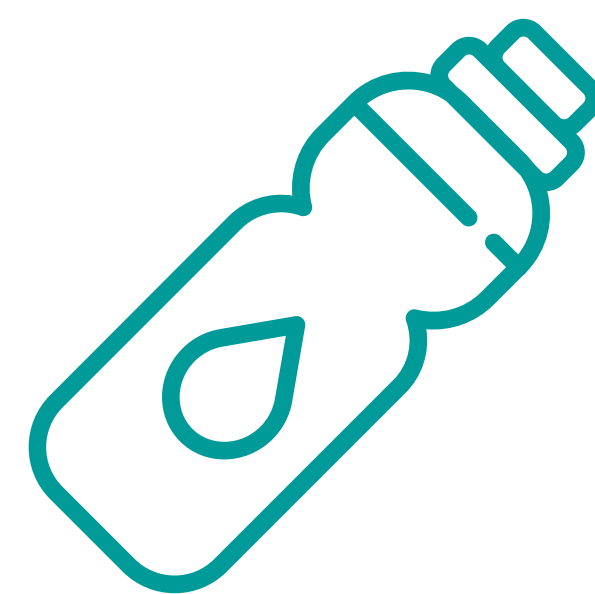
76 Applications

Make your
break space a
great place to
be!

Having received 76 applications, we are currently working through the improvement wish list for the 4 winners of our exciting campaign:

- Pathology RPH
- Ward 18 RPH
- Ward 24 RPH
- Rawcliffe Ward CDH

Nutrition and Hydration



During the first wave of the Coronavirus pandemic, our staff were struggling to access fresh food and essentials. To support staff wellbeing, generously supported by charitable donations the following were put in place for our workforce:

Food and Essentials - On site Heroes HUB

Food and Essentials - Local Heroes HUB

Food and Essentials - Mobile Bus Shop

Hydration - Free hot drinks for staff

Hydration - Free branded water bottles

Wellbeing - Free self care wellbeing packs

In 2021-22 we aim to increase the number of hydration stations across our sites, with a view to creating improved access to fresh drinking water supply for our colleagues. We will continue with our rest area improvement schemes and commence more, with a commitment in our big plan to refresh five further rest spaces.



Commitment 5 - Protect staff and patients from the flu virus by ensuring optimum uptake of staff flu jabs

COVID & Flu Vaccination Campaign

We offered flu vaccinations via peer vaccination, on-site drop-in clinics, Occupational Health appointments and bank flu nurses ‘walking the wards’ offering jabs to our day, night and weekend shift workers. We introduced Flu Track, a new digital booking system and worked well with our stakeholders to communicate our campaign. Commencement of the COVID vaccination programme diverted some resource away from the flu campaign earlier than our usual campaign closing date. We will take our learning from both COVID and flu vaccination to inform our future vaccination campaign planning and roll out.



83%

Frontline Healthworker flu vaccination uptake, exceeding 80% in 2019-20

48

Trained peer vaccinators



Strategic Objectives 2021-2022



Our action plan covering the next three years has been refreshed and adapted to enable us to continue delivering services which support our strategic objectives, whilst also supporting ongoing staff health and wellbeing recovery.



Focusing on the recovery and wellbeing of our colleagues



Through conducting an extensive health and wellbeing survey, we seek to understand colleague health needs and what would be of benefit



Providing greater support for staff to balance work, home and health, including supporting working carers and those experiencing menopausal symptoms



Review and possible development of our outreach call service in respect of psychological wellbeing and musculoskeletal health.



Utilising our Workplace Wellbeing Charter reaccreditation, to benchmark our current offer, identify areas of best practice and see where we can improve.



Continue to develop and grow our existing psychological wellbeing service, including the in-house TUPE transfer of Counselling services.



We will continue with our work to improve access and quality relating to rest and recreation space for our workforce.



TUPE transfer of Physiotherapy services in-house, will mark the roll out of a renewed physical health promotion and MSK injury prevention plan.

We remain committed to the ongoing support of the health and wellbeing of our colleagues at Lancashire Teaching Hospitals. We will continue to invest time and resources in order to provide excellence in the level of Health and Wellbeing support available. Ensuring that the commitments within our action plan remain the guiding principles of our activity and taking opportunities to be innovative and work collaboratively wherever possible. We look forward to updating you again in twelve months' time.