

EXECUTIVE SUMMARY**REPORT TO THE BOARD OF DIRECTORS****HELD ON 18 JULY 2012**

Subject	HR Director's Report (Our Staff)
Supporting TEG Member	Mark Gwilliam
Author	Mark Gwilliam/Steve Burgin
Status¹	N

PURPOSE OF THE REPORT

- Inform the Board of Directors of the impact of the industrial action taken by doctors on Thursday 21 June 2012.
- To update the Board of Directors of STHFT Health and Wellbeing Agenda.

KEY POINTS**Doctors Industrial Action**

In preparation for Doctors industrial action of 21 June 2012, the Trust engaged a constructive dialogue with both the BMA and LNC in developing business continuity arrangements, thus ensuring minimal impact/disruption of patient care at Sheffield Teaching Hospitals.

130 Doctors participated in industrial action on the day resulting in the postponement of 10 elective surgeries and 135 out patient appointments. However, as agreed with the BMA all striking doctors did attend and respond to urgent and emergency work in line with their professional code of practice.

Health & Wellbeing

The second Health & Wellbeing Festival took place on 21st June 2012 across both main campuses. They offered staff the opportunity to access a range of services, both internal and external to the trust to support staff. There were a range of stalls including representatives from local gyms, healthy eating services and offering healthy lifestyle advice to staff. Whilst the Festival was comparatively well attended it was noted that attendance suffered as a result of the poor weather on the day which restricted the number of people attending, particularly at the northern campus.

The Health & Wellbeing Group have agreed to run a series of smaller scale events over a number of months to maintain interest and access to such services.

Future Agenda for the Group

In terms of future strategy development, it is clear that Health & Wellbeing is taking a centre stage in staff engagement. To this end it is vital that we develop clear linkages with the newly renamed Sheffield Occupational Health & Wellbeing Service and the Public Health agenda and develop relationships with third party support services. We are in the process of meeting with the Communications team to rebrand the service and produce an appropriate and influential communication strategy to launch the expanded service.

We are working with the Charitable Trustees looking at the possibility of introducing a Staff Health & Wellbeing Lottery - all Health & Wellbeing related "profits" from the scheme will be fed back into staff Health & Wellbeing initiatives at no direct cost to the Trust. We are currently working through the best (least risk) option to adopt and it is intended that a paper is planned to go to TEG within the next 8 weeks.

A fast track musculoskeletal service for staff is being piloted in the Jessop wing during 2012 with a view to rolling out this service for staff with these conditions, to support their early rehabilitation, treatment and

early return to work. Two key indicators of success will be a reduction in sickness absence rates for these conditions and a commensurate reduction in Bank, agency and overtime spends.

Currently, we are in the analytical stages of the pilot study for staff health checks currently being undertaken by Sheffield Hallam University. The results are expected in the autumn, but we have also started using a Sheffield based company called Zest, a community development trust who work with the local community to improve services, improve health and generally aim to make the local community a better place to live. Zest is supported by Sheffield City Council and NHS Sheffield and is a supporter of Change4Life, helping its customers “Eat Well, Move More and Live Longer.”

To support this, we are developing a range of in house classes for staff supporting their health related goals and making linkages for them such as weight management classes linked to Health promotion activity – Stop Smoking / Exercise classes.

The Health & Wellbeing Group are in the process of planning and introducing scheduled physical exercise classes within the Trust, ranging from Zumba to Pilates, Yoga to general exercise classes.

IMPLICATIONS²

AIM OF THE STHFT CORPORATE STRATEGY 2012-2017		TICK AS APPROPRIATE
1	Deliver the Best Clinical Outcomes	
2	Provide Patient Centred Services	
3	Employ Caring and Cared for Staff	
4	Spend Public Money Wisely	
5	Deliver Excellent Research, Education & Innovation	

RECOMMENDATIONS

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APPROVAL PROCESS

Meeting	Date	Approved Y/N

¹ Status: A = Approval
 A* = Approval & Requiring Board Approval
 D = Debate
 N = Note

² Against the five aims of the STHFT Corporate Strategy 2012-2017