

SHEFFIELD TEACHING HOSPITALS NHS FOUNDATION TRUST

EXECUTIVE SUMMARY TO THE BOARD OF DIRECTORS

17 APRIL 2013

DIRECTOR OF HUMAN RESOURCES & ORGANISATIONAL DEVELOPMENT REPORT

Subject:	Update on Health & Wellbeing initiatives
Supporting Director	Mark Gwilliam
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Status (see footnote)	N

PURPOSE OF THE REPORT

To update the Board on work undertaken by the H&W Committee

KEY POINTS

- To describe the introduction of a Staff Health & Wellbeing funding stream, using ‘Superdraw’ promoted by the Sheffield United Supporters Association, in line with the Patient Lottery already in place.
- To detail other H&W initiatives

IMPLICATIONS

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	x
4	Spend Public Money Wisely	
5	Deliver Excellent Research, Education & Innovation	

RECOMMENDATIONS

The Board of Directors are asked to note and support the Health & Wellbeing Initiatives.

APPROVAL PROCESS

Meeting	Presented	Approved	Date
TEG		Yes	

Status:

- A = Approval
- A* = Approval and requiring Board approval
- D = Debate
- N = None

Introduction

Sheffield Teaching Hospitals NHS Foundation Trust employs over 15000 staff and has a small but keen and enthusiastic Health & Wellbeing steering group made up of volunteers from throughout the Trust. The following provides a brief update of the work of the committee.

Item 1 Developing a staff lottery to generate funding to support staff Health & Wellbeing initiatives.

Item 2 The H&W group have organised a range of events throughout the coming year.

Item 3 Participation in Royal College of Physicians (RCP) audit of H&W implementation of NICE guidelines

Item 1

There are considerable risks involved in a Trust developing its own lottery, which centre around the need to ensure sufficient income for a prize pot, cover administration costs, generate a contribution to the Trust all while remaining within the scope of the Gambling Act and maintaining a Gambling License.

The alternative is to become an 'Agent' for a third party lottery and benefit from an ongoing % (ordinarily 50%) of income generated by players introduced by and supporting the Trust. In relation to the paper presented to TEG about the patient related lottery, the following points are made.

The model proposed would be promoting '*Superdraw, supporting Sheffield Hospitals Charity*'. One of the beneficiaries of this would be STH staff under a Health & Wellbeing heading.

SHC have already selected the locally based 'Superdraw' (operated by Sheffield United under their Gambling License - License No 000-005168-N-304881-001) which is a weekly lottery to win £2,000. Membership costs £4.33/month (£1/week) and is paid by Standing Order. Superdraw takes care of all administration, prizes and notification of winners. They also provide all printed materials, reducing the start up investment the Charity has to make.

General membership commission goes to support any projects at STH which the Charity agrees. However, within 'Superdraw', members can elect to restrict the commission paid on their participation to a particular area of benefit. The 'public' areas are currently:

- a. General
- b. Spinal Injuries
- c. Palliative Care
- d. Cardiac Care
- e. Cancer Services
- f. Special Care Baby Unit

We propose to request the creation of a 'private' additional area – Staff Health and Wellbeing – which will only be available as a restriction to staff of Sheffield Teaching Hospitals, and will only be promoted through channels open to the STH Health & Wellbeing committee / Lottery committee. A specific version of the sign up leaflet would be created for use in connection with Staff Health & Wellbeing, and a microsite can be added to the web sign up page with a link to promote staff Health & Wellbeing.

A member of the public could not find this extra option on the website. In practical terms, the Trust become's a sub-agent for the Charity and we encourage people we introduce to select the 'Staff Health and Wellbeing' restriction, which creates a targeted income stream. NB: Staff could, if they wished, select a different area to benefit.

A separate fund will be created within the Charity to receive commission paid via the Health and Wellbeing restriction. This fund would need nominated fund advisors who are gatekeepers to the money and there must be at least 3. It is proposed that these are the Head of Health & Wellbeing, the Staff side chair and an independent third party (employee, ie, Staff Governor). TEG are already aware of this model as it is the same model by which the majority of our charitable funds are disbursed.

It is important to note that money generated in this way can only be used for defined objectives that would earmark money to deliver these charitable purposes by supporting staff health and wellbeing. Specific projects can be anything that fits this general description provided the project is:

- * Supported by at least 2 of the 3 fund advisors
- * Not replacing that which should be the remit of public/NHS funding (i.e. additional to normal NHS provision)
- * Ultimately traceable to benefitting all staff, not individual staff members
- * Agreed with the Charity and its Trustees (or representative with delegated authority)

At its most basic, the Superdraw is like any other fundraising activity done by staff at STH – we help promote the fundraising activity and can influence how the income generated is then spent. It creates a regular, recurrent income for our chosen area as opposed to a one off lump sum income stream, such as a fun run.

The Superdraw is designed for 'low level', planned participation – there are no 'instant win' options and therefore doesn't provide incentives for people to escalate their gambling. The Charity will prepare and publish a responsible gambling policy. The Superdraw also has mechanisms for people to self exclude, and to flag individuals who may have a gambling addiction.

The lottery provides an alternative to 'simply giving' which may appeal to a different audience. Conversations with STH's Communications Department suggest it may provide a better mechanism to engage staff directly with the Charity, as there are sensitivities around straightforward giving at a time of economic stringency..

Item 2

The Health & Wellbeing Committee have planned for a range of events to take place over the coming 12 months supporting staff across a range of initiatives. These include staff discount events, inviting local and national companies to demonstrate their goods and services such as CostCo, Marrons, NHS Discounts, Nuffield Health, Pure Gym, Virgin Active and Westfield Health.

During the summer we plan to run staff Health & Wellbeing events using internal and external resources to provide staff with appropriate support and signposting staff, where required. There are a range of demonstrators and these include the STH Chaplaincy Service, STH Catering department demonstrating their Healthy Eating menu, Sheffield Occupational Health Service, Pedal Ready / Recycle Bikes, Boots Pharmacy, PhysioPlus, Primary Care Addiction Service, Remploy and Sheffield International Venues.

The team will also liaise with the Flu Fighter programme for winter 2013/14, putting on road show events as and when possible to advertise the benefits of a front line staff having the flu vaccine.

Item 3

We have signed up to take part in the second Royal College of Physicians audit to explore the depth and range of implementing the NICE guidelines on staff Health & Wellbeing, which will complement the results of the first audit undertaken in 2009.

Areas for review will include progress on implementation of the following areas:

- * *Managing long-term sickness absence and incapacity for work*
- * *Promoting physical activity in the workplace*
- * *Promoting mental wellbeing through productive and healthy working conditions*
- * *Workplace interventions to promote smoking cessation*
- * *Obesity: guidance on the prevention, identification, assessment and management of overweight and obesity in adults and children*
- * *Promoting and creating built or natural environments that encourage and support physical activity.*

The audit is scheduled to take place later this year, and the H&W committee will be working hard to ensure that sufficient evidence is available to demonstrate a year on year improvement in our approach to implementing the NICE guidance.

Steve Burgin
Head of Occupational Health & Wellbeing

10.4.13