



Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	30 March 2023	Agenda Item	4.2
Report Title	Supporting Staff Resilience		
Report Author	Paul Dunning, Professional Head of Staff Health & Wellbeing		
Report Sponsor	Debbie Eytayo, Executive Director Workforce & OD		
Presented by	Debbie Eytayo, Executive Director Workforce & OD Paul Dunning, Professional Head of Staff Health & Wellbeing		
Freedom of Information	Open		
Purpose of the Report	To provide an update and assurance to the Board regarding investment in staff wellbeing services and the interventions that are supporting staff resilience and wellbeing. To update on related leadership and cultural issues that influence staff resilience and inform the Board of proposed plans to continue supporting staff resilience, contributing to reductions in sickness absence.		
Key Issues	Investment in Staff Wellbeing has resulted in the sustained delivery of interventions developed during the Covid-19 pandemic and service evaluation demonstrates effectiveness in improving staff health, earlier return to work for sickness absentees and improved productivity in work. There is now a need to focus on 'up stream' prevention and early intervention with managers to enable 'good work' that supports staff wellbeing and resilience, utilising the flexibility within the managing attendance at work policy.		
Specific Action Required (please choose one only)	Information	Discussion	Assurance
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recommendations	The Board is asked to CONSIDER and NOTE the assurance contained within the PowerPoint presentation.		

Supporting Staff Resilience

1. INTRODUCTION

Staff wellbeing is a priority for the Health Board to ensure that we have an engaged, motivated and resilient workforce that provides high quality and effective care for our patients.

Following the Covid-19 pandemic and recent cost of living difficulties, our staff are experiencing extremely challenging times. As one of the Workforce and OD priorities for 2023/24, a stretch target has been set to reduce sickness absence to 5.5%. This PowerPoint update provides assurance to the Board around how we are supporting staff resilience and our plans to improve this further as part of our cultural change programme.

2. BACKGROUND

Over the past year, the Health Board has invested in additional staff wellbeing resource and has also undertaken 'Our Big Conversation' to engage and hear staff views on priorities that impact staff experience and wellbeing. The PowerPoint presentation outlines the current pressures that undermine staff resilience and highlights performance and effectiveness data related to our staff wellbeing service, along with the key priorities from 'Our Big Conversation'.

The presentation also highlights how we are developing sustainable services, fit for the future and describes developments related to the Wellbeing Champion Network and the Staff Wellbeing Forum. Outcome evidence indicates the effectiveness of the Wellbeing services and 'Our Big Conversation' also demonstrates the value of these from staff feedback.

Actions and practical steps that support cultural change to support improved staff resilience and reduced sickness absence are included, along with the development of a joint commitment between management and staff representatives that describes the responsibilities and behaviours of how we expect people to work, based on our values – 'The Swansea Bay Way'.

3. GOVERNANCE AND RISK ISSUES

Potential barriers and risks related to the developments and innovations that will support staff resilience and aid in reducing sickness absence rates are outlined within the presentation. It is envisaged that all governance and risk related issues will continue to be reported regularly via the Workforce and OD Committee

The Occupational Health and Staff Wellbeing Services together with the WOD Operations team will continue to take steps to support the organisation through both a cultural change and by providing the practical means in which managers are equipped, supported and given confidence to effectively manage absence, presenteeism and promote resilience

4. FINANCIAL IMPLICATIONS

There are no financial implications related to this assurance update.

5. RECOMMENDATION

The Board is asked to **CONSIDER** and **NOTE** the assurances contained within the PowerPoint presentation.

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Governance and Assurance		
Link to Enabling Objectives <i>(please choose)</i>	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	Partnerships for Improving Health and Wellbeing	<input checked="" type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	Best Value Outcomes and High Quality Care	<input type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>	
Health and Care Standards		
<i>(please choose)</i>	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input type="checkbox"/>
	Effective Care	<input type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
Quality, Safety and Patient Experience		
Evidence demonstrates a direct correlation between staff wellbeing/experience and high quality patient care and outcomes. Supporting and enhancing staff resilience will help fulfil the goals of the Equality Strategy and contribute to improved patient safety and experience. The PowerPoint presentation supports the Managing Attendance at Work (MAWW) policy principles and incorporates the “Healthier Wales Quadruple Aim” of supporting staff health & wellbeing.		
Financial Implications		
Many of the actions identified can be implemented within current resources and are behaviour related and do not have cost implications		
Legal Implications (including equality and diversity assessment)		
Ensures compliance with Equality Act 2010.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
Actions outlined in report promote “A Healthier Wales Quadruple Aim” these being: <ul style="list-style-type: none"> • Improved population health & wellbeing • Better quality & more accessible health & social care services • Motivated & sustainable health & social care workforce 		
Report History	None	
Appendices	Appendix 1 - presentation	