



Hampshire and Isle of Wight

Learn and Share - Growing OH and Health and Wellbeing framework deployment

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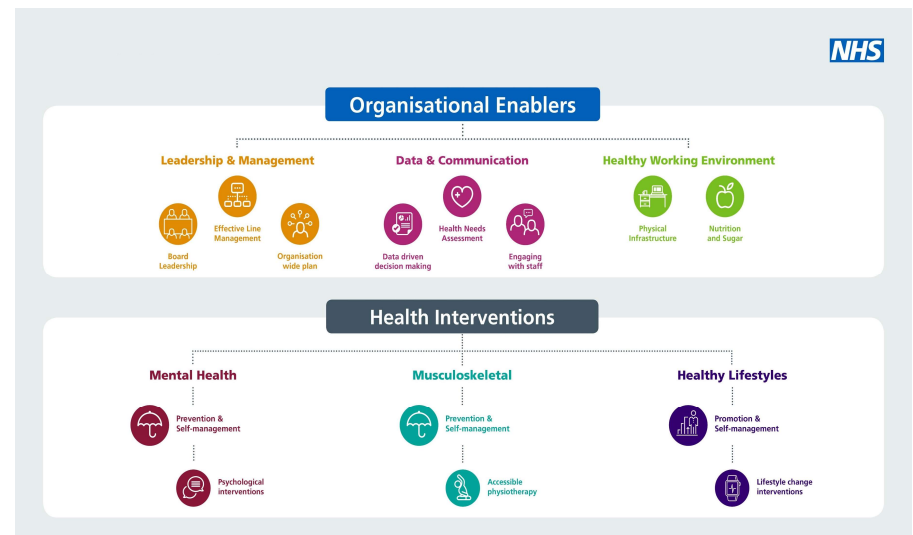
Head of Programme Delivery – Grow OH

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How we used the previous framework

- Periodically completed by NHS Trusts in the ICS
- Used to support the completion of the ICS enhanced health and wellbeing gap analysis – helping to shape our priorities and support offer
- ICS pillar projects modelled around the framework, with individual organisations leading on particular projects



Gap Analysis - example



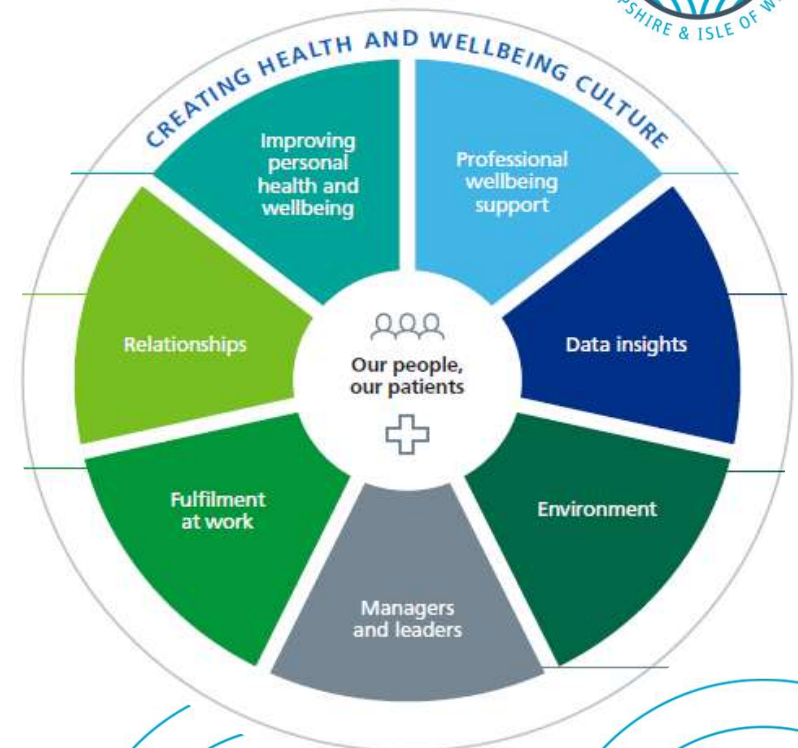
MSK						
Fast track physio	Green	Green	Green	Green	Green	Green
Physio Service evaluation	Green	Green	Yellow	Green	Green	Blue
Physio self-help videos →	Yellow	Green	Yellow	Yellow	Blue	Blue
Physio Self Help Guides →	Blue	Green	Green	Green	Yellow	Yellow
Moving / Handling Information	Green	Green	Green	Green	Green	Green
Posture Support - advice and guidance	Yellow	Yellow	Green	Yellow	Green	Green
External offers (yoga etc)	Yellow	Green	Green	Yellow	Yellow	Yellow
Fit for work	Yellow	Green	Green	Yellow	Green	Yellow



How we're incorporating the new framework



- New areas ('relationships' and 'fulfilment') bring a holistic edge to the framework and enables us to explore wellbeing from a broader perspective.
- The framework underpins the content of our Level 7 Leadership Development programme, and delegates are invited to use this tool as part of the programme and beyond.
- Completing the new framework against our enhanced offer to ensure that any gaps and opportunities are identified.
- Stronger emphasis on Occupational Health which helped to inform our gap analysis for Growing OH



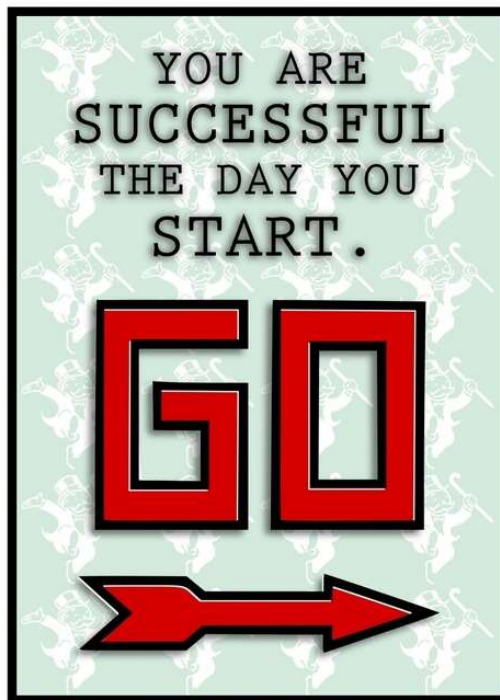
Using the framework as a golden thread



- To **inform** the Enhanced Occupational Health and Wellbeing offer
- To **support** educational and development offers for staff and leaders
- To **encourage** usage not just at an organisational level, but at team level
- To **inform** organisational priorities
- To **assure** ourselves that we are meeting the wellbeing needs of our staff



Where to start



- Approaches can include:
 - Complete with your key stakeholders (HR, OD, H&S, OH, Estates, etc)
 - Prioritise an area of most interest or need
 - Break it down into smaller chunks
- If it doesn't apply, don't spend time on it
- Create a Community of Practice – share learning, ideas and opportunities

“

Find your coalition of the willing

”

Collaboration between organisations

Benefits

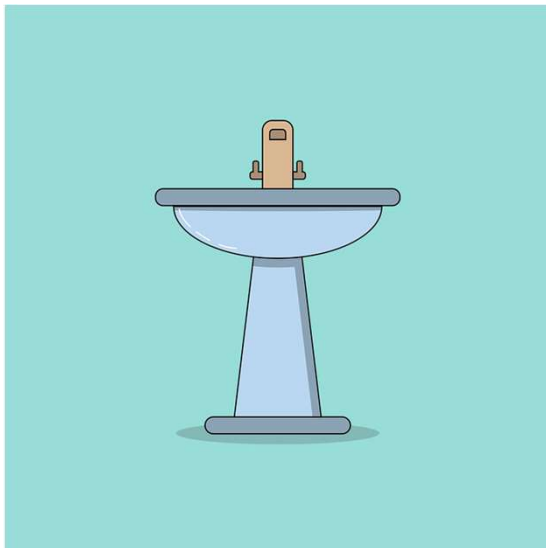
- A standardised approach across the system
- Reduced competition between organisations
- A single offer for staff
- Increased capacity in the organisation
- Sharing of resources
- Reduced duplication

Considerations

- Time investment is needed
- Trust needs to be built – work will progress quicker with it
- Organisational priorities and financial barriers will be different
- Not everyone will want to come onto the dancefloor
- If you can, start where the energy is



Build initiatives around data



- Use your completed diagnostic to inform what your initiatives should be – what can we collaborate on as an ICS?
- Staff Survey and People Pulse
- Determine your success measures at the outset – what outcomes are we looking to achieve?

