

# WORKING IN PARTNERSHIP FOR AN IMPROVED PREVENTION OF PSRS@W

## HEALTH, SAFETY AND WELLBEING PARTNERSHIP GROUP (HSWPG)

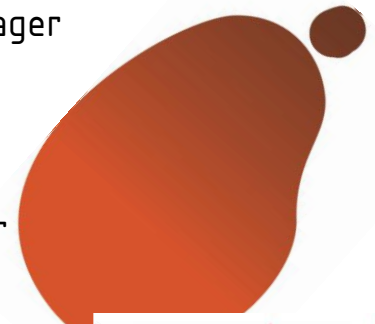
*Presentation by*

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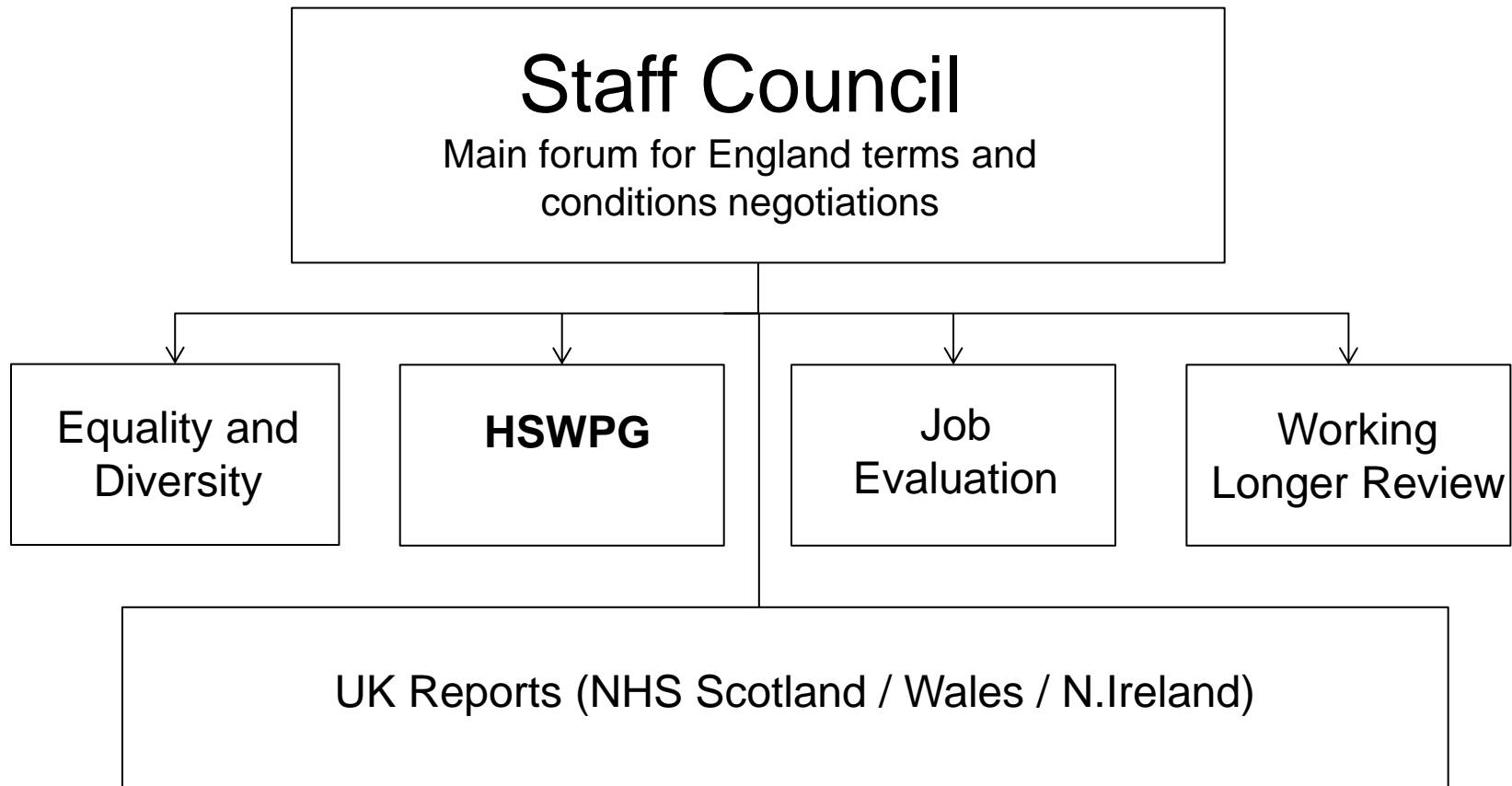
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# Introduction

- Who we the partnership group and what we do.
- What we have done to support the management of stress.
- Research conducted by Zeal Solutions.
- Statistics related to Stress in the UK.
- How it works in practice.

# UK Social Partnership Working



# Health, Safety and Wellbeing Partnership Group - HSWPG

Social Partners are:

- Management.
- Staff Side.

Special interest groups:

- Health and Safety Executive.
- NHS Protect.
- Institute of Occupational Safety and Health.

# What we do

- Our *raison d'être* is to work in partnership to deliver:
  - A rise in standards of workplace health, safety and wellbeing in healthcare organisations.
  - Promote a safer working environment for health staff.
  - Promote partnership working at all levels.
- We do this through providing:
  - Advice and guide books
  - Communicating good practice
  - Responding to consultations
  - Research.

# Effective partnership working

- Value of working in partnership.
- Role of representatives.
- Importance of consultation.
- Joint working through committees and inspections.



# UK definition

The Health and Safety Executive (HSE) define work related stress as:

***“The adverse reaction people have to excessive pressures or other types of demand placed on them at work”***

# HSE Management Standards

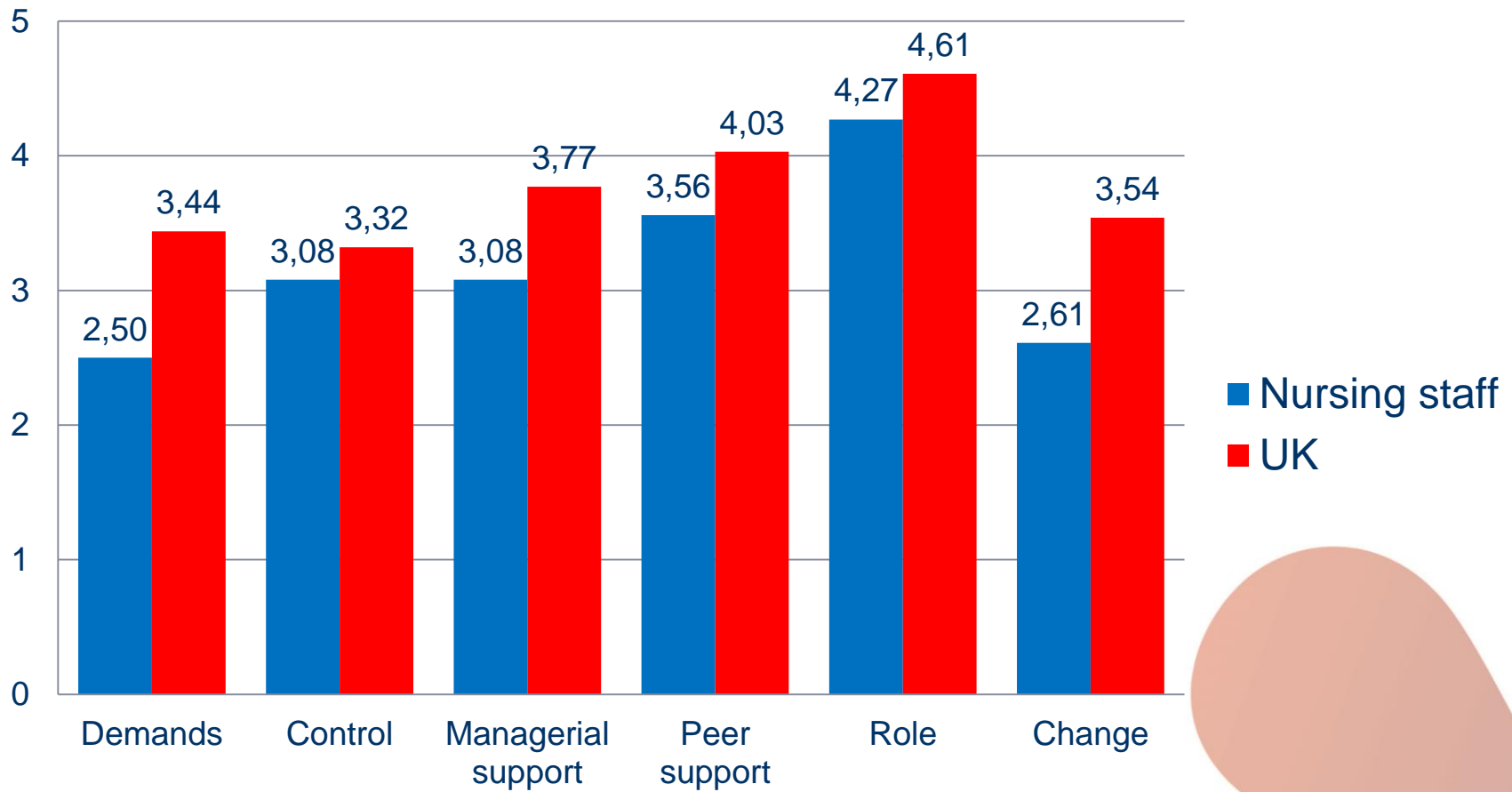
- Role
- Control
- Demands
- Relationships
- Change
- Support



# HSE Stress Assessment Tool

- 35 questions
- Questions relate to Management standards
- Designed to be completed by teams
- Results indicate against which of the standards has highest risk

# Example of results for RCN Members



**1 = low wellbeing**  
**5 = high wellbeing**

# HSE Stress Action Plan



Health and Safety  
Executive

Management Standards  
for Tackling  
Work Related Stress

## Action plan template

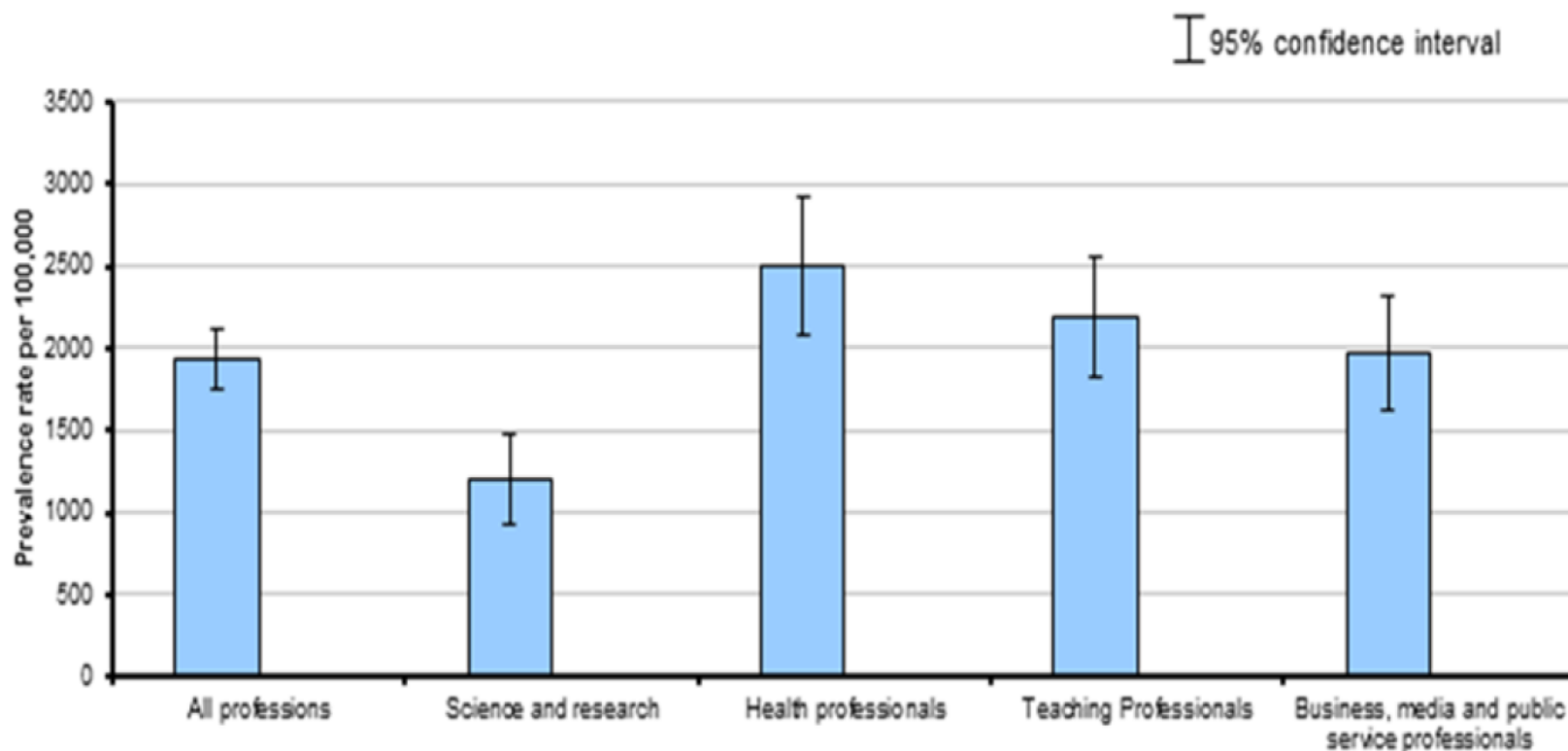
Standard area	Desired state	Current state	Practical solutions	Who will take the work forward?	When?	How will staff receive feedback?	Action completed?

# Case for stress management

- Chartered Institute of Personnel and Development (CIPD) found stress the biggest reason behind sickness absence in UK.
- Over 40% UK organisations seen an increase in mental health problems (*CIPD 2015 Annual Absence Report*).
- Annual NHS Staff Survey states over 30% of NHS staff suffer from stress every year.
- Cost of stress in UK annually £1.24 billion (€1.67 billion), resulting in loss of 105 million days (*Health & Safety Executive*).

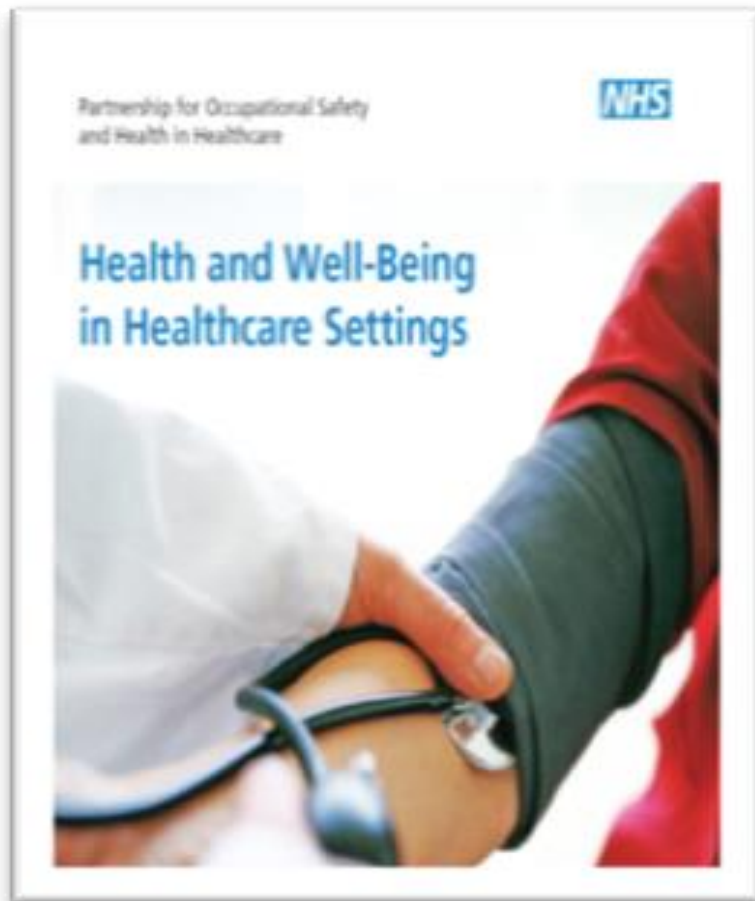
# Case for stress management

Figure 6. Prevalence rate of work related stress within the category of all professions per 100,000 people employed averaged over the period 2011/12, 2013/14 and 2014/15.



Source: *Work related Stress, Anxiety and Depression Statistics – Health and Safety Executive October 2015*

# Health and Wellbeing in Healthcare Settings



- **Diagnosis** – through health and wellbeing audit.
- **Feedback** – face to face engagement to understand results.
- **Action** – reports provided to NHS organisations and action plans agreed.
- **Evaluation** – organisations revisited and evaluated.

# What the research identified

The following features have a POSITIVE effect on health:

- A positive team culture.
- Supportive management behaviours.
- Positive contribution.
- Participation
- Being kept informed

# What the research identified

The following features had a NEGATIVE effect on health:

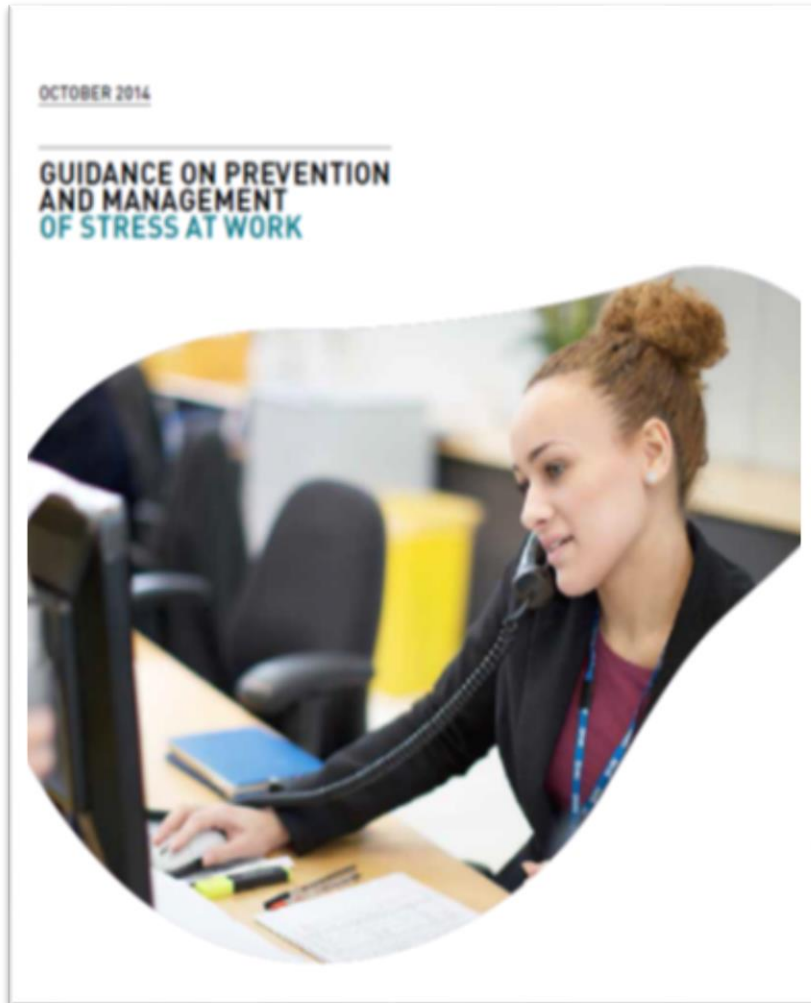
- Work overload.
- Poor equipment
- Lack of Resources.
- Difficult home-work balance.
- Work related violence.



# Summary of research

- Supportive management behaviours counteracts potential risks.
- Individual health related negatives: eg: *stress, burnout.*
- Performance negatives:  
*Poor patient outcomes, rise in complaints.*
- Negative attitudes:  
*Low engagement, morale, satisfaction.*
- Poor performance indicators  
*High absence, turnover.*

# Guidance on prevention and management of stress



- Definitions of stress.
- Impact of organisational change on stress at work.
- Identifying stress in the workplace.
- Stress policy development.
- Effective management behaviours.
- Working in partnership to tackle stress.

# Guidance - General

- Effective Stress Policy.
  - Statement of intent, context and definitions.
  - Audit to identify stress (HSE Indicator Tool).
  - Staff involvement in agreeing priorities.
  - Utilise organisational resources.
  - Clarifying responsibilities.

# Guidance - General

- Working in Partnership.
  - Safety representatives.
  - Occupational Health.
  - Community Mental Health services.
  - National Mental Health Charities (MIND).

# Guidance - Managers

- How to use information to understand where risk can occur.
- How organisational change impacts on stress.
- Understand how their behaviour impacts on workplace stress.
- Make reasonable adjustments.

# Summary

- Health, Safety and Wellbeing Partnership Group believes working in partnership to combat work related stress is essential.
- Management behaviour has a significant impact.
- An effective policy is essential.
- Act quickly to reduce impact.
- Use measures to determine level of stress.

# Thank you for listening...

# Kiitos!

<http://www.nhsemployers.org/your-workforce/retain-and-improve/staff-experience/health-work-and-wellbeing/protecting-staff-and-preventing-ill-health/partnership-working-across-your-organisation>