

## Appendix 1 Workplace Health report to the June 2019 Health and Wellbeing Board

2017 Baseline Assessment report recommendation		Update on progress	19/20 Next steps
<p><b>Recommendation 1:</b> Common health and wellbeing improvement objectives should be set that bring about positive engagement and action with staff across Manchester organisations.</p>	<p>This included identification of a lead Board member to champion this work and bring back reports on an annual basis to hold all Board member organisations to account for development and implementation of individual employee health and wellbeing plans.</p>	<p>The Director of Population Health and Wellbeing is the lead Board member for this work which is also embedded within the Population Health plan, MHCC Operational Plan and Locality Workforce Development Plan.</p> <p>All member organisations have plans and strategies in place.</p>	<p>All to continue to collaborate on long-term plans such as increasing the number of disabled people recruited.</p> <p>Secure funding to repeat the 2016/17 baseline assessment.</p>
<p><b>Recommendation 2:</b> Resources and learning should be pooled across the city to support the delivery of common, evidence-based health and wellbeing interventions. Maximisation of simple and cost-effective behaviour change interventions.</p>	<p>This included consideration of the opportunity to jointly procure Occupational Health and an Employee Assistance Service across organisations to reduce costs and share resources. It also included the opportunity to work in partnership to offer health and wellbeing and other staff benefits to staff across member organisations.</p>	<p>Initial scoping has taken place but due to Board member organisations being at different stages of their existing contracts for Employee Assistance Services, this has not progressed in 18/19.</p> <p>Health, wellbeing and staff benefits have been compared across organisation with some quick wins e.g. around reduced public transport costs.</p>	<p>MFT to lead on further work to establish whether there could be savings made through joint procurement of an Employee Assistance Service across organisations.</p> <p>We will continue to compare offers and work collaboratively on emerging opportunities such as low cost loans and access to sports and leisure facilities.</p>

<p><b>Recommendation 3:</b> All organisations were encouraged to use the health and wellbeing baseline assessment and to agree common data sets to measure outcomes.</p>	<p>This involved holding health and wellbeing executives to account for development and evaluation of health and wellbeing plans within their organisations. Where relevant, this was built into CQUIN standards.</p>	<p>This has progressed well through the collaborative approach to design of the workplace health and wellbeing tool and through completion of Domain 4 as a minimum commitment by all organisations. Whilst CQUIN standards were built into contracts with major providers by MHCC, the collaborative work of the group around a shared assessment tool has been valued by member organisations for the CQUIN not to be necessary.</p>	<p>All organisations have committed to completion of the full assessment tool in 2019/20.</p>
<p><b>Recommendation 4:</b> All to develop a culture that encourages healthy work life balance through senior level role modelling.</p>	<p>This included the adoption of one performance target by the Board to improve an aspect of health and wellbeing and the adoption of a preventative approach to health and wellbeing.</p>	<p>All organisations were encouraged to sign up to the This is Me campaign.</p>	<p>We will deliver a mental health awareness campaign in Q4.</p>
<p><b>Recommendation 5:</b> All to develop the focus on mental health and disability as part of a wider health and wellbeing approach.</p>	<p>This involved engagement with the All Age Disability Strategy (which is now known as the Our Manchester Disability Plan) and monitoring of improvements to recruit, retain and support the</p>	<p>All NHS organisations continue to report on this through the WDES. Some members are key delivery organisations within the Our Manchester Disability Plan Board and sub groups for</p>	<p>All to work towards Disability Confident level 3 accreditation and to develop a leadership approach for disabled staff. MCC to lead on the development of an autism</p>

	<p>progression of disabled staff through the Workforce Disability Equality Standard (WDES) for NHS organisations and equivalent approach for other organisations.</p>	<p>work and skills and health and social care. All have achieved Disability Confident Level 2 and some are on track to achieve Level 3 leader accreditation. Members have collaborated on the disabled people's jobs fair in March 2019 and on specific recruitment campaigns and supported internships. 50 managers of disabled staff across organisations were trained in the social model of disability and received individual coaching to embed their knowledge.</p>	<p>employment approach which can be shared.</p> <p>MHCC to lead on the development of the employment strand within the city's Learning Disability and Difficulty strategy/plan.</p> <p>Training for managers of disabled staff to be rolled out to at least 100 more managers and a network of managers will be created.</p>
<p><b>Recommendation 6:</b> Creation of common health and wellbeing branding and logos for all health and wellbeing provision across Manchester.</p>	<p>This suggested consideration of the creation of a common brand for the partnership work and sign up to the call to action around mental health and disability.</p>	<p>This has not progressed as a separate piece of work as members agreed that it sat within the Our Healthier Manchester Locality Plan and that creation of a separate brand or logo would not make sense.</p>	<p>To be reviewed. We will continue to promote the work of the Board to other employers and networks.</p>