

# Prevention at Scale: Workforce Health and Wellbeing

## Overall objectives:

- Working with partners to engage in wellbeing offer
- Enabling healthy conversations to develop across the system

# Thinking and Working Differently to improve wellbeing at work

- Organisations **working together** as one system
- Working at **different levels** to engage and share good practice; Executive, Management and Front line staff
- Bringing what's available together as a **single package** – our approach
- Design a **workforce offer** – our sell to support the system
- **Engaging** the workforce with what is meaningful for them
- Developing interventions to support people **along the journey**

LiveWell helps people to...



Move  
more



Weight  
management

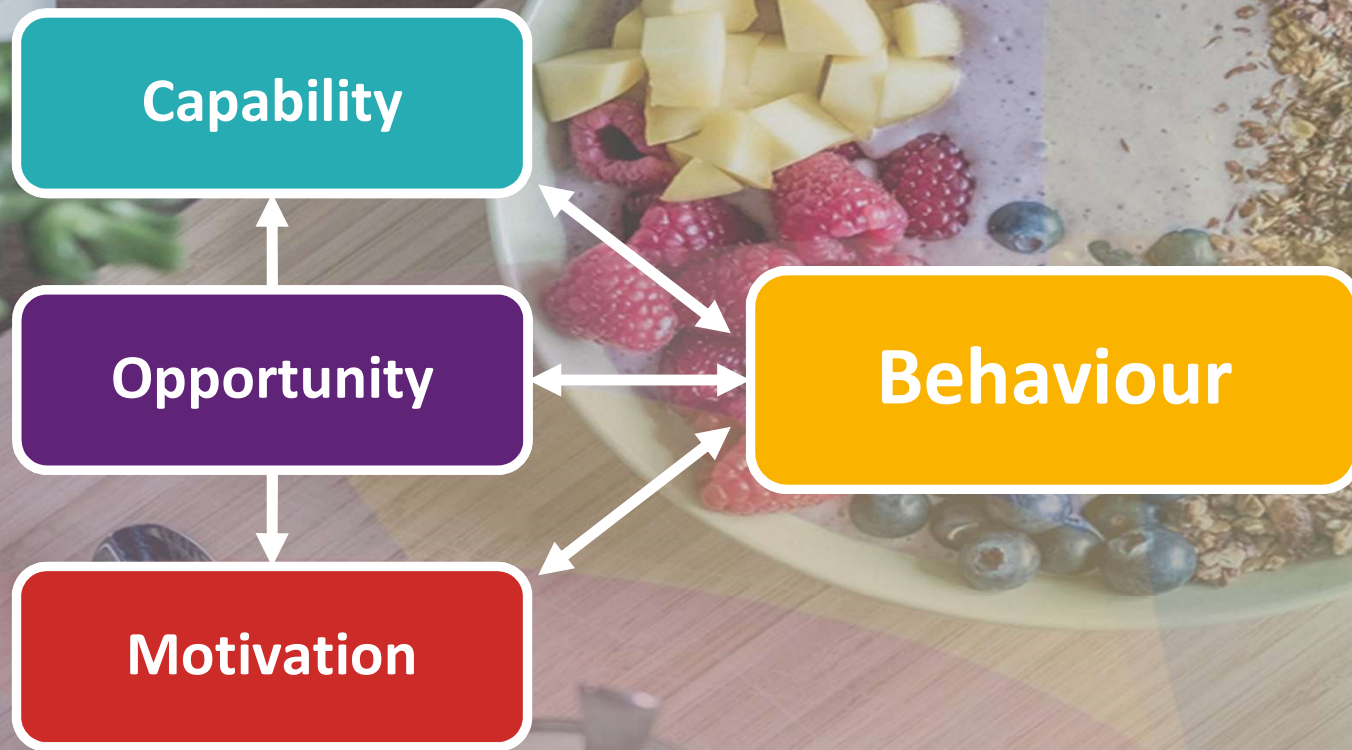


Stop  
smoking

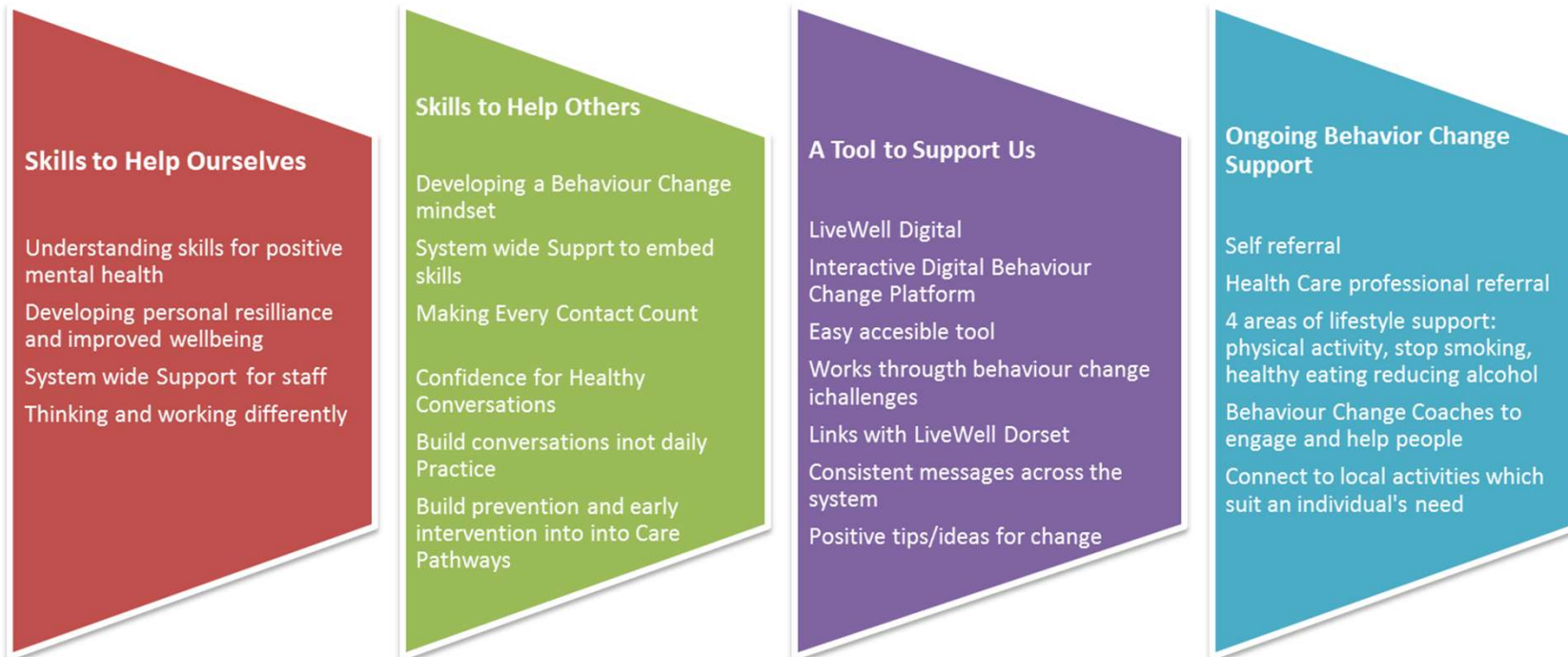


Drink  
less

# The Com-B approach



# Develop a package of advice through exploring what you need to develop the skills of your workforce and the skills or tools they need to deliver Prevention at Scale



## Organisational Enablers

### Leadership & Management



### Data & Communication



### Healthy Working Environment



## Health Interventions

### Mental Health



### Musculoskeletal



### Healthy Lifestyles



# What have we done in the last year ?

- System engagement
- Workforce forums
- System Wellbeing plans  
Organisational sign up eg  
DHC skills development  
programme
- LWD on intranet/websites
- Workforce skills offer in place
- MECC, MHFA, LiveWell
- Built into hospital curriculums
- Insights work rolling out
- Working with teams e.g DCH  
cancer, therapies, education
- Local authority, Police and fire  
engagement
- More insights with whole  
teams eg theatres
- Creating local networks
- Hardwiring LWD into the  
referral system

# We feel wellbeing is integral with leadership and supervision



You Said...

“ No one comes to work to do a bad job!”

“ Its good ask what’s working well and what people value”

“Staff don’t value themselves if supervision its on their agenda”

“Managers could put themselves in people’s shoes”

## We are.....


- *Running leadership wellbeing days*
- *Asking staff teams what they need for coaching support*
- *Encouraging emotional wellbeing as part of our hospital culture*
- *Putting wellbeing at the heart of supervision*
- *Improving access to “lifestyle” coaching though LiveWell Dorset*



# Emerging Themes from the Workshops\*

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1. Leadership and supervision wellbeing approaches
2. Creating a wellbeing environment
3. Staff Policy approaches
4. Mental health and resilience skills development
5. Time and Space to plan and redesign working practice
6. Addressing wider work factors that affect health
7. Clear support processes to help staff
8. Being valued and listened to and see our organisation act



*\*capturing many  
similar themes to  
workplace Employer  
Frameworks*