



NHS Staff & Learners' Mental Wellbeing Commission
Dr Teresa Hewitt-Moran

Stages 1 & 2

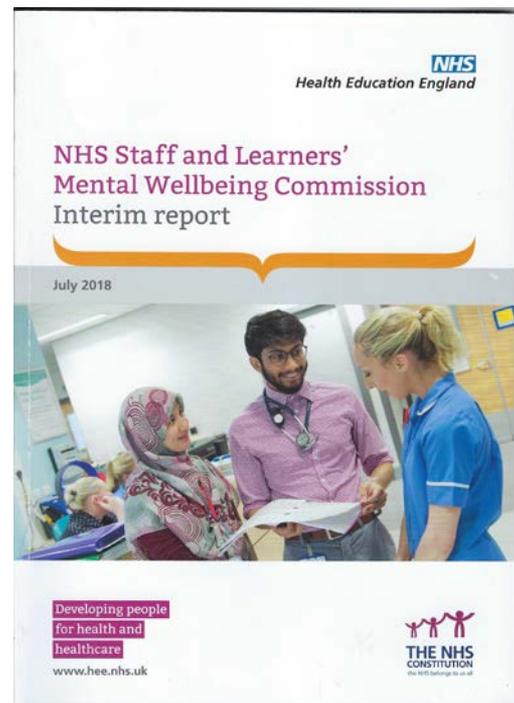
Stage 1

- A review of published literature
- Working with academic partners with field expertise
- Met with senior national thought leaders
- Delivered an interim report

Stage 2

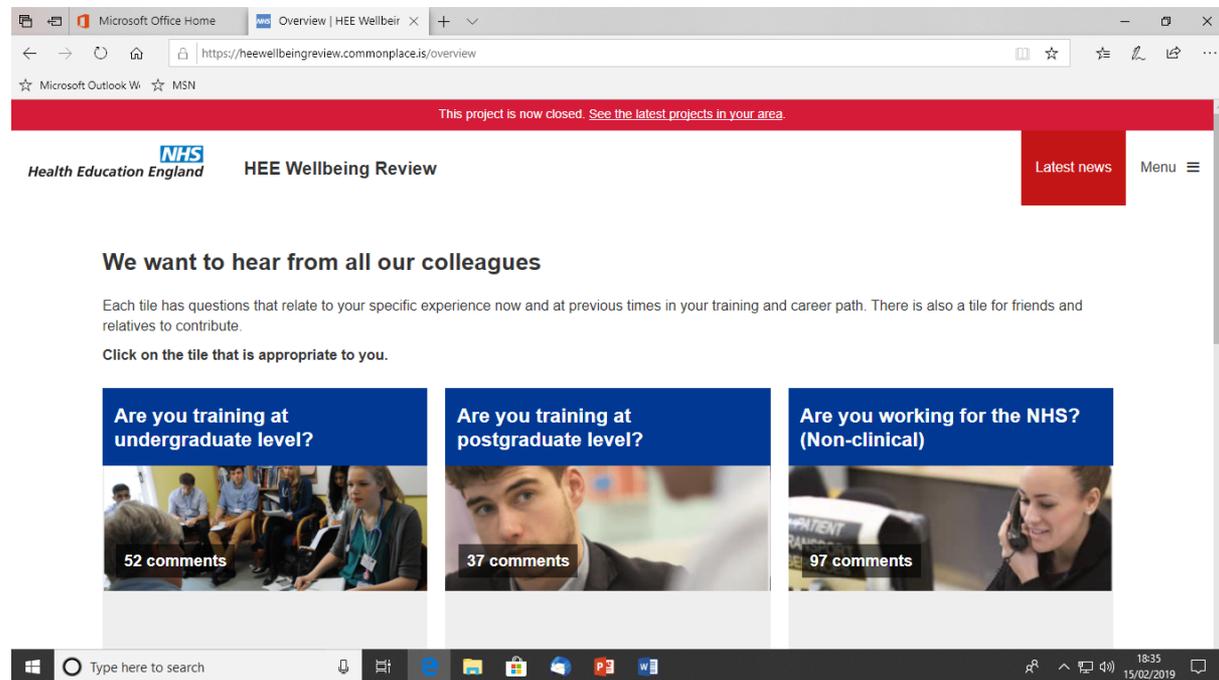
Evidence Hearing

- Expert Commission Panel evidence sessions, site visits and interviews >100 hours.
- Panel includes NHSI, NHS Employers, Samaritans, Universities, Chaplaincy, RCPsych, NHS providers, GMC, Universities and patient representatives
- Evidence included – MIND, Tea and Empathy (Facebook group), PHE, RCN, Universities, Frontline staff, Employers, Psychologists, Clare Gerada (PHP) and families bereaved by suicide



Stage 3

- Wider stakeholder engagement
- Online engagement platform and survey
Input from learners, staff at many levels and others, 3300 engaged, 738 formally responded



Emergent themes

- Value of self-care & central role of this in curricula
- Transition points
- Culture -presenteeism & learned bad behaviours
- Simple hygiene factors
- Role of language (mental wellbeing/ mental health)
- Stigmatisation of mental ill-health and impact on disclosure
- Isolation from support systems and networks

Recommendations

33 in total, key recommendations;

Culture and wellbeing

- Wellbeing guardian and wellbeing leaders
- Self care in all curricular
- Wellbeing check-ins
- Community spaces and facilities (rest and on call)
- Proactive Occupational Health

Support

- Post-incident support and preventative therapeutic interventions
- 24/ 7 NHS ‘Samaritans’ style service
- Fast track referral for NHS staff from OH or GP
- Specialist psychological support
- Response to deaths by suicide

Wellbeing Guardian

- Cultural change
- Wellbeing first
- Proactive focus on mental wellbeing
- Listening to what staff feel will make a difference
- Measuring staff experience

Wellbeing Guardian

- **Principle One:** *The mental health and wellbeing of NHS staff and those learning in the NHS should not be compromised by the work they do for the NHS.*
- **Principle Two:** *The Wellbeing Guardian will ensure that where there is an individual or team exposure to a clinical event that is particularly distressing, time is made available to check the wellbeing impact on those NHS staff and learners.*
- **Principle Three:** *The Wellbeing Guardian will ensure that wellbeing ‘check-in’ meetings will be provided to all new staff on appointment and to all learners on placement in the NHS as outlined in the Commission recommendations.*

Wellbeing Guardian

- **Principle Four:** *All NHS staff and those learning in the NHS will have ready access to a self-referral, proactive and confidential occupational health service that promotes and protects wellbeing.*
- **Principle Five:** *The death by suicide of any member of staff or a learner working in an NHS organisation will be independently examined and the findings reported through the Wellbeing Guardian to the board.*
- **Principle Six:** *The NHS will ensure that all staff and learners have an environment that is both safe and supportive of their mental wellbeing.*

Wellbeing Guardian

- **Principle Seven:** *The NHS will ensure that the cultural and spiritual needs of its staff and those learning in the NHS are protected and will ensure equitable and appropriate wellbeing support for overseas staff and learners who are working in the NHS.*
- **Principle Eight:** *The NHS will ensure the wellbeing and make the necessary adjustments for the nine groups protected under the Equality Act 2010.*
- **Principle Nine:** *The Wellbeing Guardian, working with system leaders and regulators, will ensure that wellbeing is given equal weight in organisational performance assessment.*

Wellbeing leadership support offer

- Capacity to deliver within organisations
- Different models for different types and sizes of organisations
- Role descriptors, competency mapping to enable access to bespoke training & development
- Workforce stress and the supportive organisation tool

Implementation plan

- Leadership of implementation through the NHSI Wellbeing Oversight Board, supported by HEE
- Wellbeing Guardian working group to oversee the development of role resources and support offer. To capture shared learning from early adopters
- Board development offer to provider trusts and selected early adopters in primary care

Implementation of Commission Recommendations



Health Education England

- Presented to the SoS January 2019
- Launched by SoS on 20th February
- Baroness Dido Harding-Implementation through the Long Term Plan Workforce group ‘The NHS as the best place to work’
- Interim People Plan
- Collaborative development of programmes of work to support implementation across arms length bodies to be detailed in the final People Plan in the Autumn