

Adopting a Holistic Approach to Improve Occupational Health Support

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- Getting the service fit for purpose -
 - The Boorman Review
- Strategy and positioning
- The Covid response
- The future

Occupational Health and Wellbeing



Our outstanding campus

Largest single site green campus in the UK

Getting Fit - The Boorman review

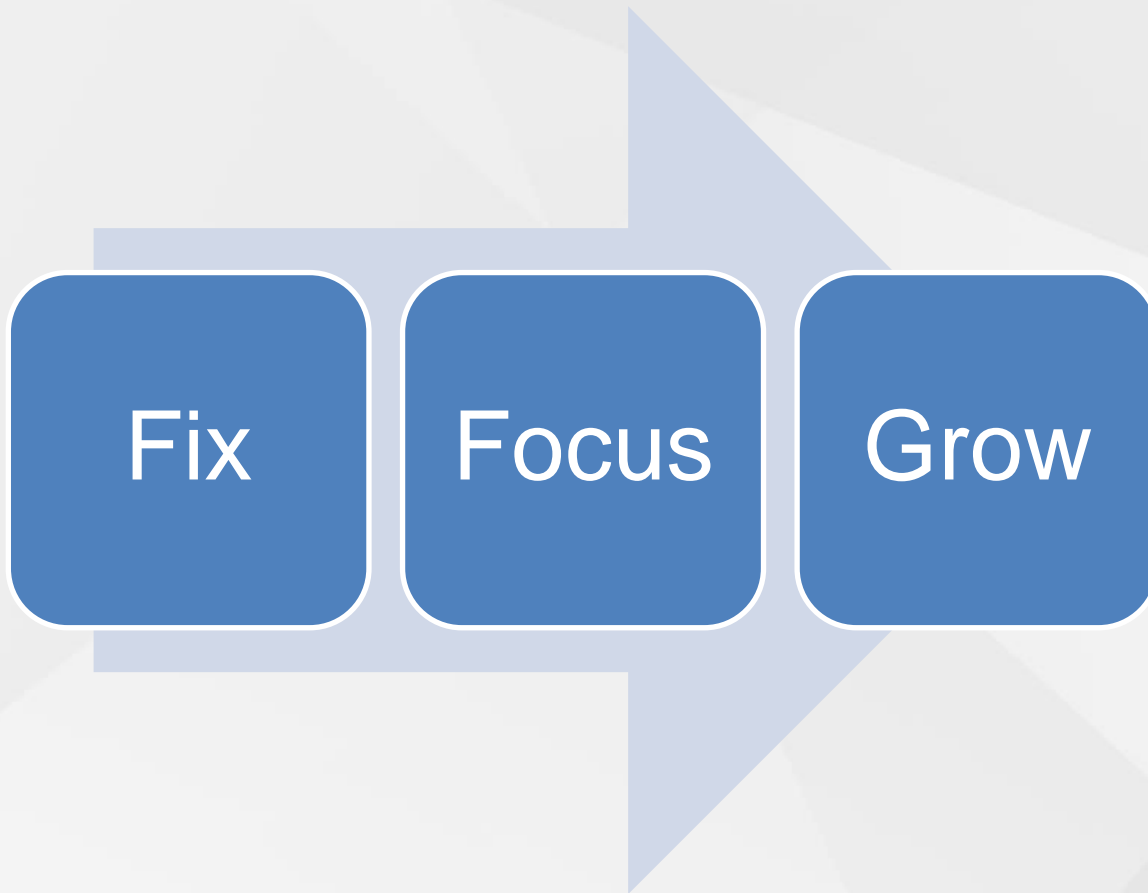
Key points:

- No foundation or infrastructure
- No evidence based reporting
- Employee led
- Non compliant with data protection
- No data/trends/evidence
- No proactive working
- No wellbeing support

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Recommendations

Plan

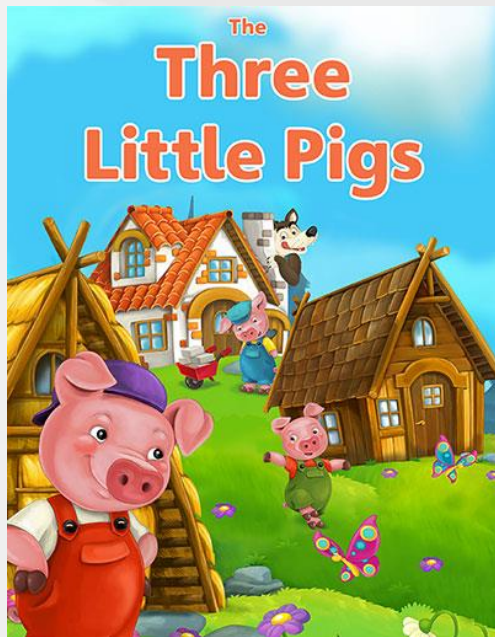


Fix

- Recruit an outstanding Occupational Health Manager
- Fix the basics –
 - Referrals (RIRO)
 - Reports
 - Speed

Strategy and Positioning

- Integrating our research into what we offer
- Using the University as a test bed
- Helping to give research findings a practical edge



Stakeholder Engagement / Communication



Wellbeing Website

Staff wellbeing

Wellbeing means being in a positive physical, social and mental state. Wellbeing is important to us as individuals, as it fundamentally impacts on the quality of our life. It is important to us as a University, as happy, healthy people who achieve harmony in their work / life mix are more creative, productive and help to create a great place to work.

A sense of mental and physical wellbeing doesn't just happen, it comes from making the most of the training and opportunities that are available to us and in making use of the support that is in place when times get tough. This is your wellbeing one stop shop.

Mind



We're passionate about making mental health and neurodiversity an inclusive subject that everyone can talk about without fear or stigma.



Body



Getting out and enjoying the facilities that are available in and around our campuses can not only improve your health, but also lift your soul.



Soul



Harmony comes from knowing that you are supported and that you have the flexibility to be present and be the best that you can be.



Happy and healthy at home

Many University staff are now working remotely to continue delivering their work during the Coronavirus outbreak. Find out more about what support is available to you while you're working from home.



Mind + Body + Soul



+



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Integrating Capacities

- On site counselling
- EAP
- Fast track physiotherapy
- Chaplaincy
- The physical environment
- Staff training

CORONAVIRUS



Happy and healthy at home

Our support to you while you're working from home

Our support to you while you're working from home

Many University staff are now working remotely to continue delivering their work during the Coronavirus outbreak. Some individuals will have had to change how they deliver their work, and for others it will simply mean working in a different location to the office.

The move from office working to home working is not always a simple transition though. This support page has been created to provide you with advice and guidance to make the adjustment easier and ensure that while you're working from home, you're healthy, happy and productive.

Are you comfortable?

Supporting your physical health when working from home



You are not alone

Supporting your mental health and wellbeing



Keeping you connected

Accessing all the tools and systems you use in the office



How we work during lock-down

A guide to help you manage your wellbeing during lock-down.



Supporting your children during lockdown

As parents and carers, there are ways we can support children and young people to give them the best chance to stay mentally healthy.



> Healthy and happy at home

Are you comfortable?

You are not alone

Keeping you connected

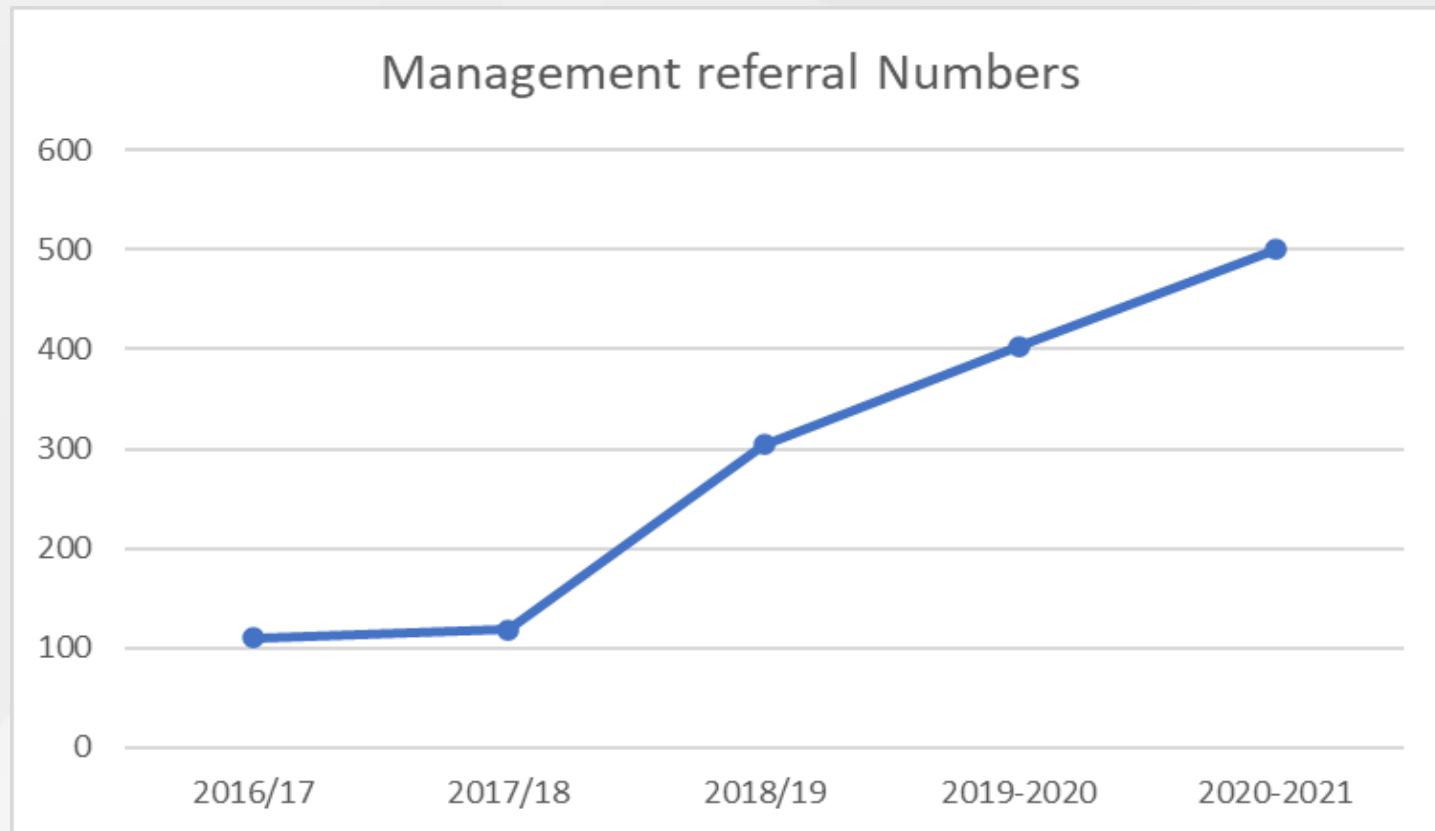
How we work during lock-down

Supporting your children during lockdown

The Covid fall out

- Anxiety
- Musculoskeletal Disorders
- Long Covid
- Different ways of working
- Organisational resilience - Flu

Utilisation



The Future

- Clinical excellence
- Wellbeing framework
- Wellbeing champions
- Strengthening mental health provision
- Combined outreach – Wellbeing Cafes

Summary

- To be effective
 - Be clear on what needs fixing
 - Employ talented staff
 - Fix the basics and build trust
 - Engage
- Covid
 - Still challenges ahead
- The Future
 - Positioning wellbeing as a key priority

Questions ?