



**Lincolnshire Community
Health Services**
NHS Trust

Management & Staff Side

Partnership Working



Great care, close to home



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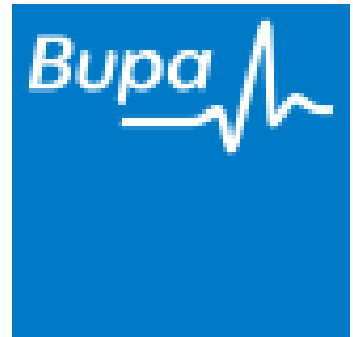
Our People

We want our people to come to work, get a wage and a bit more.

We are investing in our staff's physical, emotional and social wellbeing.

The Aim – Staff Engagement and Retention

Great care, close to home



Bupa Health Minds

- Faster response time than Existing Occupation Health arrangements.
- Available 24/7.
- Trained councillors on hand to speak to caller.
- Caller gets to choose from face to face, telephone or internet contact.
- Able to signpost for other stresses not just work related e.g. housing, finance.
- Any person over 16 years old living at address of staff member can access the service – offering a more pastoral care.
- Credit card size leaflets given out to staff with contact information.

Sickness

- Reported monthly at JCNC meeting.
- Management training being undertaken.
- Staff sickness levels falling.
- New policy written jointly with staff side & HR.
- HR holding case conferences to support staff who are on term sickness.
- Fairness in dealing with issues has greatly improved trust & morale.
- Less stage 2 & 3 warnings given to staff.
- Reasonable adjustments made to assist staff at work.



Physio For You



- In house Physio – regular clinics accessible to staff by holding in workplace settings.
- Reduced sickness rates.
- New admin post created to support the service.
- Able to help with many issues including illness, fractures, stress.
- Much quicker than GP waiting list.
- Home and workplace visits take place.
- Sickness report checked weekly and managers contacted to offer support.
- Back care information on staff website.

Mediation



- LCHS have trained 3 Accredited Mediators.
- Offered to all staff experiencing workplace relationship issues.
- Can prevent lengthy and negative formal cases.
- Senior managers open to trying this first.
- Voluntary process which both sides must agree to.
- If there is a conflict of interest arrangements have been made with a neighbouring trust.

Health & Wellbeing Road Shows



- Promoting the services that are available.
- Gathering information - Able to provide more variety for staff.
- Freebies.
- Engaging with staff – finding out issues.
- Lots of classes e.g. yoga, Pilates on offer in all areas of Lincolnshire for staff – they are offered at reduced rates negotiated by the trust.

Fab O Meter



- Tool to measure daily staff morale.
- Real time results unlike staff survey.
- Dashboard information given to all staff.
- Staff able to see how their team is feeling.
- Staff encouraged to take responsibility for dealing with low & high morale.
- Sharing tips with low morale teams.

Other



- Menopause workshops.
- Reduced gym membership.
- Link with local colleges to offer reduced priced treatments.
- Taster sessions.
- Cycle to work scheme.
- Mindfulness sessions.
- Retirement workshops.