

Leading Well for Staff Health and Wellbeing in the NHS

Hong-Anh Nguyen

@DeweyDecibelle

Library Service Manager, The King's Fund



Developing leaders in health and care over the past 125 years

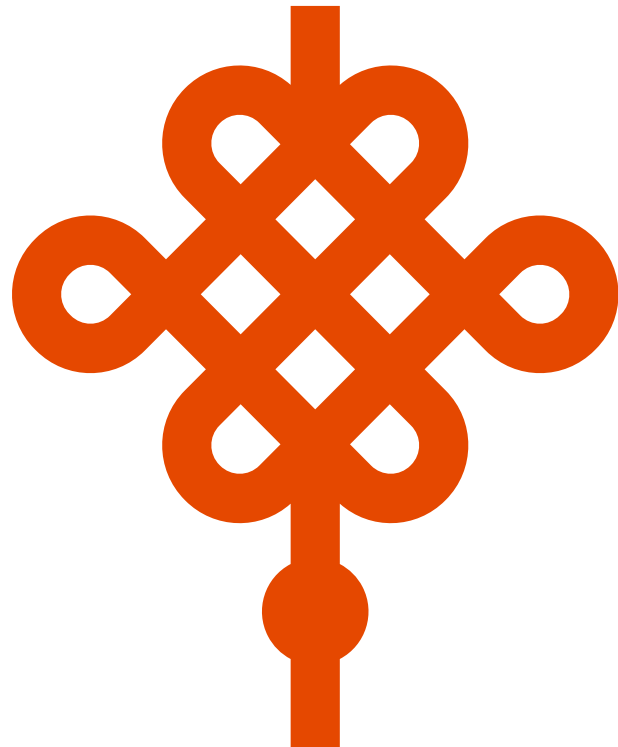


Leading with Kindness and Compassion in Health and Social Care



Leading Well for Staff Health and Wellbeing in the NHS

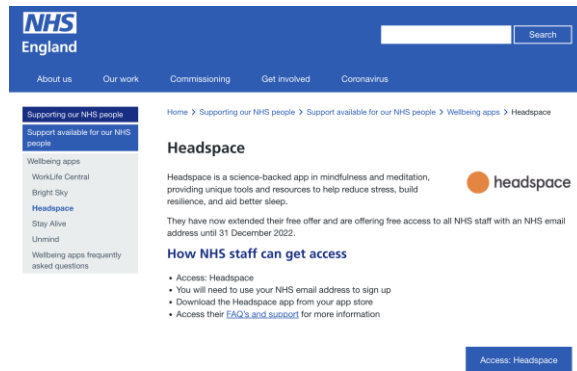
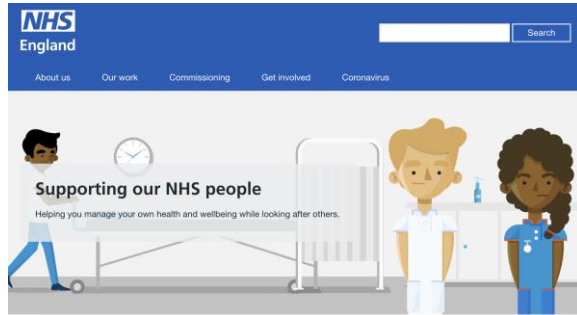
The state of staff health and wellbeing



Gordian knot

A problem solvable only by bold action

A multi-pronged approach for a complex problem



How are you feeling NHS? toolkit

Our emotional wellbeing toolkit explains the contributors to decreased emotional wellbeing and shows you how to encourage improvements.

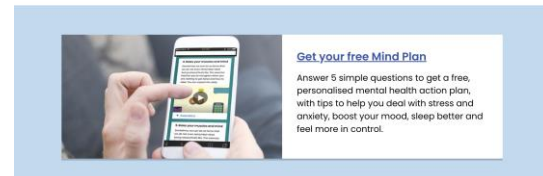
14 January 2019



Be kind to your mind

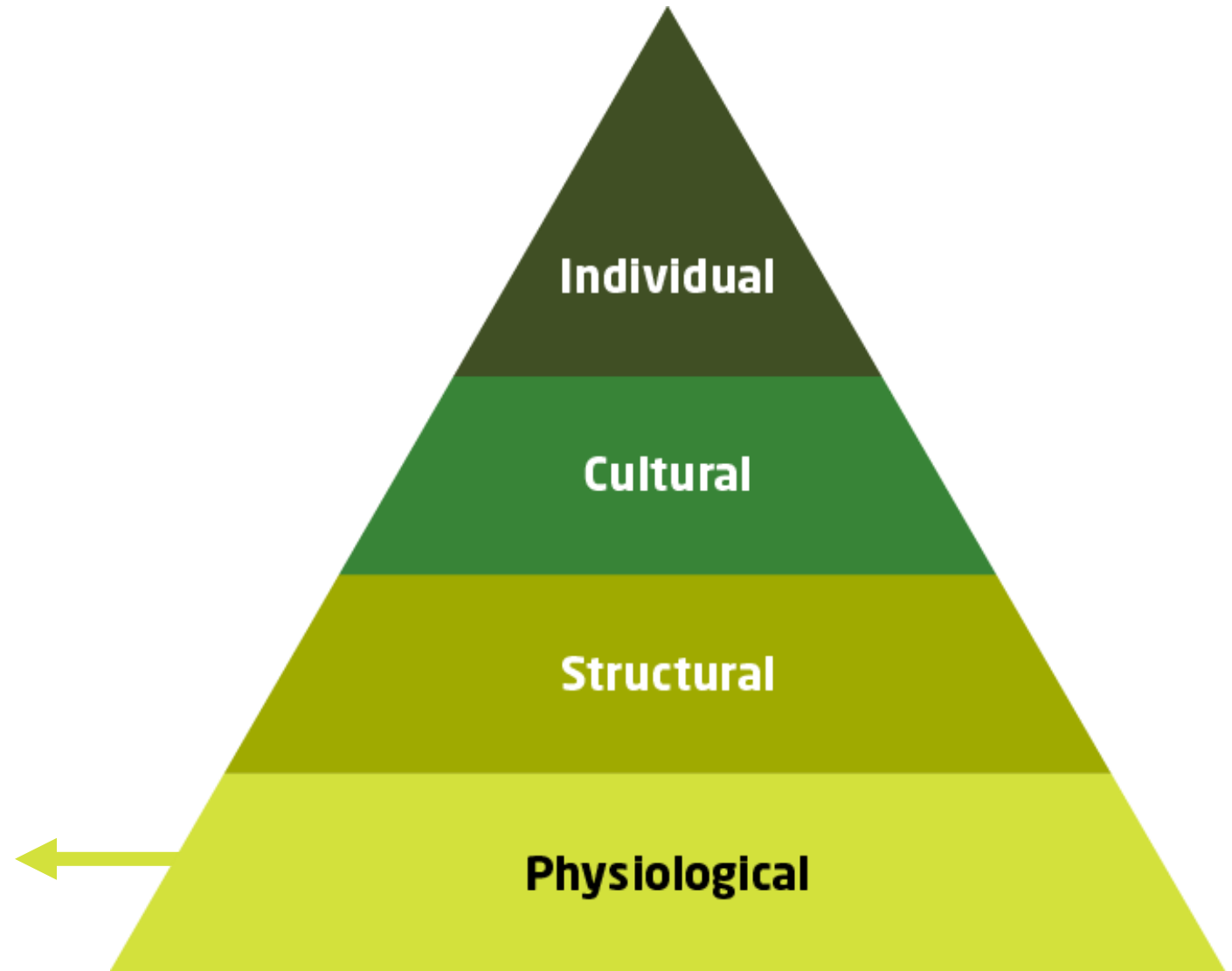
There are small things we can all do to help be kind to your mind, and these can make a big difference to how we feel.

Get expert advice and practical tips to help you look after your mental wellbeing and make them part of your daily routine.



The physiological

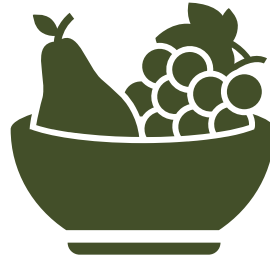
Fundamental needs such as rest, nourishment and security. This includes aspects such as workload, time off, pay and financial security.





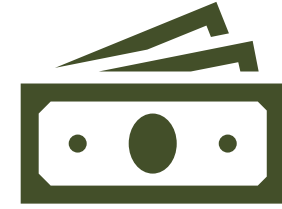
17% of NHS staff have experienced at least one incident of physical violence.

NHS Staff Survey 2021



To date, **6** NHS trusts have set up food banks or voucher schemes for staff.

The Independent

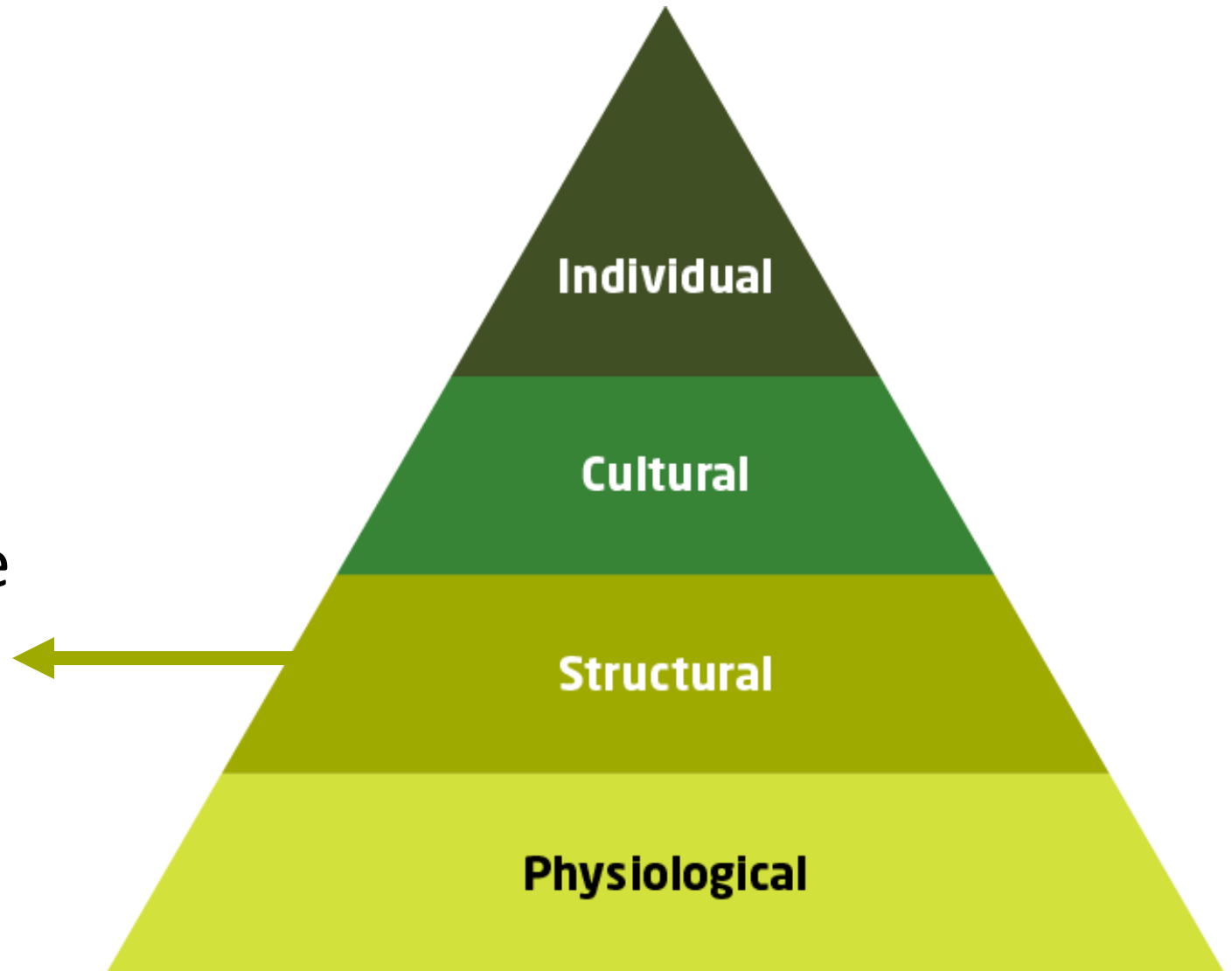


Adjusting for inflation, since 2010 NHS staff are getting paid **less** than they were in 2010.

Nuffield Trust

The structural

Institutional and structural forms of inequity and injustice, both inside and outside of the workplace.





20% of LGBT+ NHS staff have experienced physical violence from patients or relatives.

NHS Staff Survey 2021



Half of all NHS trusts have **5 or less** disabled staff in senior roles.

NHS Workforce Disability Equality Standard

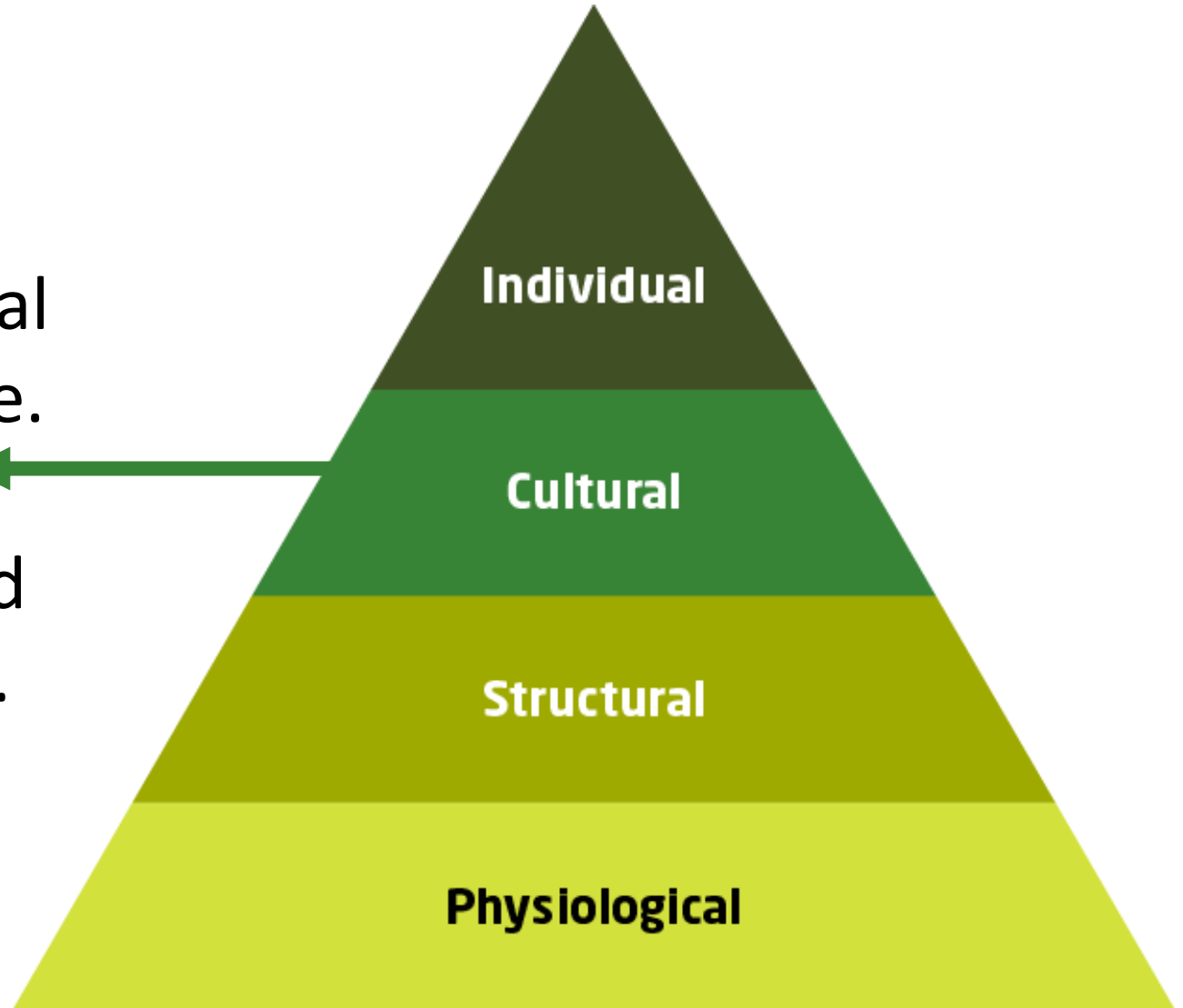


74% of Band 1 NHS staff are women whilst **56%** of chief executives are men.

NHS Digital

The cultural

The social and emotional quality of the workplace.
The presence of trust, belonging, inclusion and healthy team dynamics.





69% of NHS staff say that they feel **valued** by their team.

NHS Staff Survey 2021



51% of NHS staff feel able to make improvements in their area of **work**.

NHS Staff Survey 2021

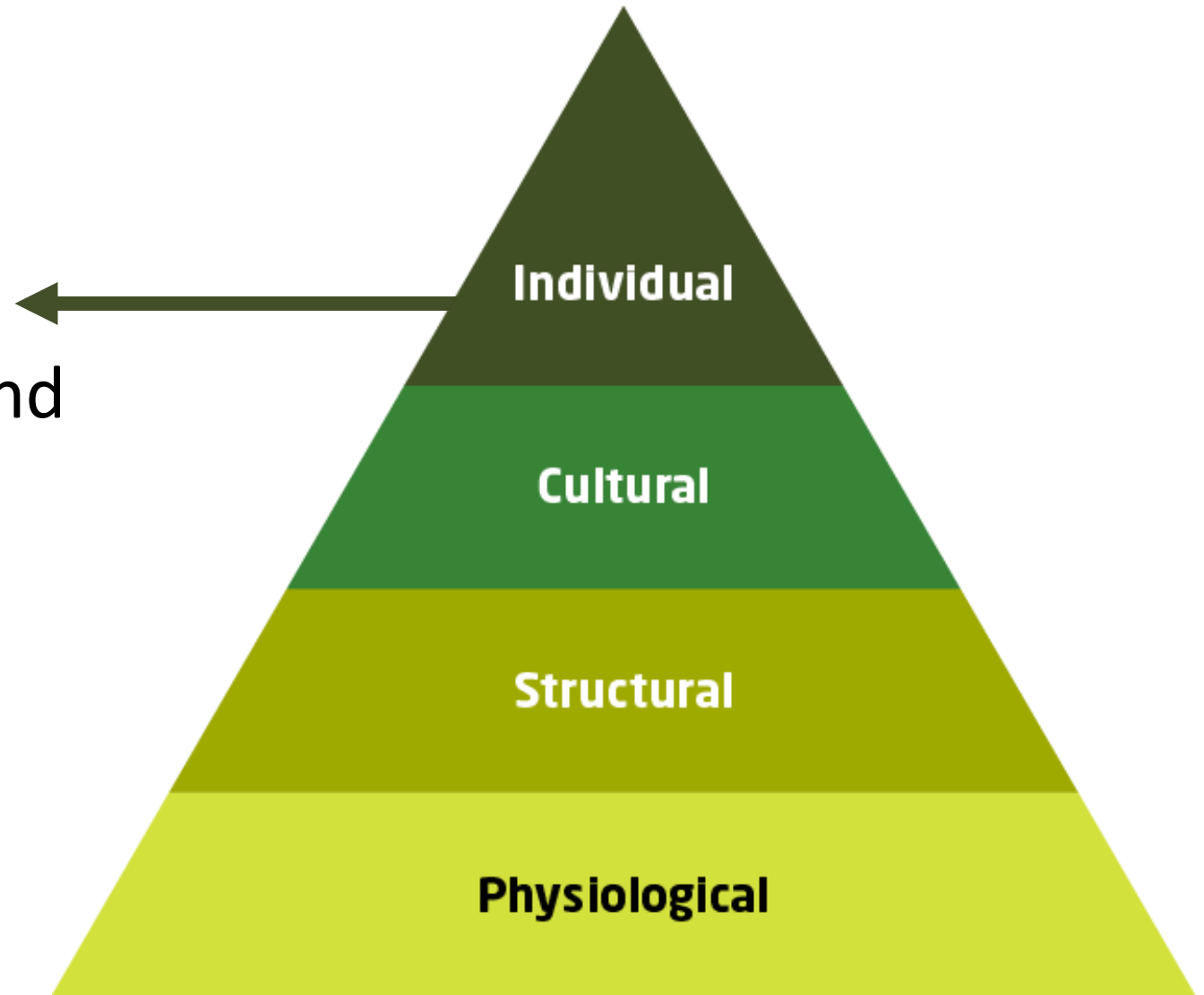


68% of NHS staff are enthusiastic about their job, **declining 5%** since 2020.

NHS Staff Survey 2021

The individual

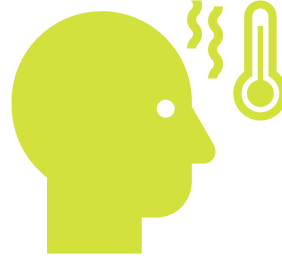
What we can do for ourselves (self-care) and individualised interventions (e.g. training, therapy or resilience building)





47% of NHS staff have been unwell due to work-related stress and this has been **rising for the last 4 years.**

[NHS Staff Survey 2021](#)



55% of NHS staff have gone into work **despite being unwell.**

[NHS Staff Survey 2021](#)



43% of NHS staff report working up to an additional 5 hours, **unpaid.**

[NHS Staff Survey 2021](#)

Leading Well for Staff Health and Wellbeing in the NHS



Enrol today

