

# Wellbeing for Staff in a Hospice Setting



BIRMINGHAM  
ST MARY'S  
HOSPICE

## Introduction

Birmingham St Mary's Hospice has had a Health and Wellbeing Strategy since 2015. Developed with employees, it ensures plans are in place to promote employee well-being and achieve 4 key aims:

1. Ensure well-being is embedded into the culture of the organisation
2. Support employees to improve their wellbeing at work and that of others
3. Sustain a healthy and safe work place for all
4. Help individuals raise any concerns about health or wellbeing

## Method

To target the most appropriate initiatives for wellbeing we conducted:

- Vitality Britain's Healthiest Workplace survey
- A staff survey in 2018
- Gathered feedback from our Social & Wellbeing Group and the Employee Forum.

A modest wellbeing budget was agreed. Initiatives identified that had the widest employee reach with priority on mental and emotional wellbeing.

## 2018 staff survey results on wellbeing:



Feedback was sought from all the events and activities delivered and feedback has been overwhelmingly positive. Our challenge remains accessibility for ALL staff as some people are remote/shift workers.

Follow up staff survey during 2020 planned to assess impact of the current wellbeing initiatives, and to inform our future strategy.

## Results

### Employee Initiatives introduced were:

- An Employee Assistance Programme giving staff access to external counselling and advisory services 24/7, 365 days a year
- Mental Health First Aider training (18 staff members trained to date)
- An individual wellbeing allowance
- Delivery of 10 Resilience Workshops – 172 staff attended so far
- 2 staff drop in wellbeing days – incorporating mindfulness, awareness raising, art therapy, pet therapy, talks on body image, and massage
- Holding three Curry and Chaat events during Mental Health Awareness week, encouraging conversations around mental health and helping to reduce stigma
- Weekly mindfulness sessions for all staff
- Newly developed mental health resource packs for our retail shops
- Headspace Apps used as incentives for survey completion and as prizes at wellbeing days
- Staff teams participated in the Hospice fundraising Step Challenge increasing activity levels
- Bi-monthly menopause café
- Rounders and picnic in the park events in the summer, and January Blues indoor games event in Winter have been popular, increasing activity and connecting people with each other
- A culture of openness and challenge supported through the Freedom to Speak Up campaign, with trained Guardian and Champions

## Conclusions

The focus on employee wellbeing has a strong link to our overall employee engagement levels, which are high at 81% overall positive. Work around mental and emotional wellbeing continues, as that remains the top reason for sickness absence.

Evaluation of the impact of particular initiatives on staff wellbeing is difficult. We are introducing a range of KPI's over the coming 12 months, and using our 2020 staff survey to undertake some impact assessment.

The recent introduction of a new HR/Payroll system will assess impact on absence levels and costs.