THE NHS WORKPLACE WELLBEING RIPPLE

INDIVIDUAL

Only 39% of organisations have mental health support systems

Integrate wellbeing across all systems and practices rather than only provide individual wellbeing support

32.4% NHS staff sickness was attributed to mental health issues

46.6% of NHS people reported coming to work despite not feeling well enough to perform their duties

Prioritise basic essential needs; food, rest, sleep, childcare, breaks etc.

44.1% of NHS people felt unwell because of work-related stress

Address unsupportive environments and recognise that lack of control and toxic cultures are as damaging to mental health as trauma exposure

Only 24% of managers have received some form of mental health training at work

Develop compassionate leaders and support psychological safety

TEAM LEADERSHIP
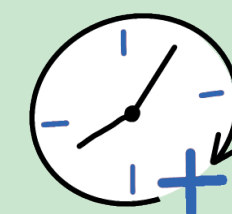
55.2% of NHS staff worked unpaid overtime

Recognise early signs of poor mental health among staff and challenge 'serve and sacrifice' culture

Encourage peer validation and leader empathy to reduce shame and isolation of individuals

Leader wellbeing is the single most powerful driver of organisational wellbeing

69% of employees say manager behaviour increased their stress
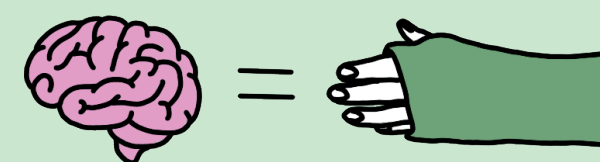
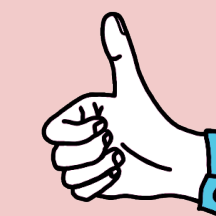Give psychological harm parity with physical injury
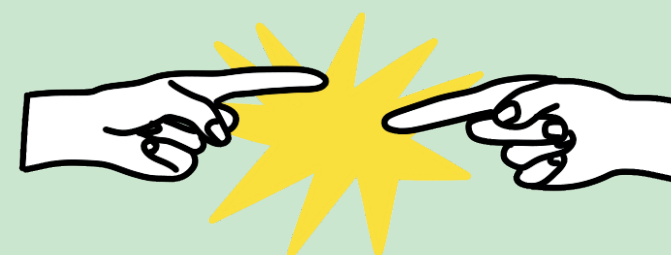
Build learning cultures and reduce blame cultures to foster wellbeing
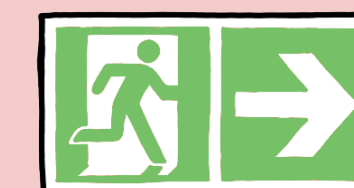
ORGANISATION

Improving wellbeing reduces staff sickness and the annual c.£10 billion agency spend

Involve staff in developing wellbeing solutions to build engagement and autonomy

Staff are 13% more productive when happy

26.5% of NHS staff often consider leaving the NHS

Contain anxiety and manage collective stress to improve organisational performance

Invest in staff wellbeing to improve care quality and safety

61.6% of NHS staff felt that there weren't enough staff in their organisation to do their job properly

Prioritise improvements in working environments, instead of wellbeing 'add-on's that can actually increase stress and frustration for staff

STAFF WELLBEING IS THE FOUNDATION OF HEALTHY, PRODUCTIVE AND SUSTAINABLE NHS ORGANISATIONS

Recommendations drawn from the Care Under Pressure research, funded by NIHR, see reference slide for relevant links