

## Occupational Health Service - Executive Briefing August 2022

### **Review period: 2<sup>nd</sup> December 2021 to 19<sup>th</sup> August 2022**

#### **Newcastle Occupational Health Service (OHS)**

As we continue to adjust to the impacts of the COVID pandemic the Occupational Health service has now reset to meet the continued demands and requirements of the Trust. As a service we are fully integrated within the organisation and work within the patient services directorate. Our strategy is aligned to the national NHS People Plan, Integrated Care Board Strategy and the Trust Flourish principles

- **NHS People Promise**
- **NHS People Plan**
- **Integrated Care Board / System (ICB/S) Strategy**
- **Flourish**
- **NHS GrowOH**

### **Performance**

Strategy, Activity and Quality Report – embedded

## STAFF SURVEY

Table displays Occupational Health Service 2021 staff survey results

39 directorates surveyed with theme and rank.

<b>Theme</b>	<b>Score</b>
Morale	Rank 1 <sup>st</sup>
Staff engagement	Rank 8 <sup>th</sup>
People Promise 1 We compassionate and inclusive	Rank 4 <sup>th</sup>
People Promise 2 We are recognized and rewarded	Rank 8 <sup>th</sup>
People Promise 3 We have a voice that counts	Rank 9 <sup>th</sup>
People Promise 4 We are safe and healthy	Rank 4 <sup>th</sup>
People Promise 5 We are always learning	Rank 2 <sup>nd</sup>
People Promise 6 We work flexibly	Rank 3 <sup>rd</sup>
People Promise 7 We are a team	Rank 1 <sup>st</sup>

As a department we plan to obtain feedback from our team both clinical and non clinical regarding 'what matters to them' and specifically regarding their thoughts on service delivery and possible improvements.

### **Potential Growth**

#### Opportunities within the integrated care system

- Eg digital health platforms to reduce inequalities and increase access
- Move to OPAS G2
- Digital ambitions linking with Professor Graham Evans

#### Opportunities to develop for the future through GrowOH NHS England

- Eg develop an educational development programme for nurses in occupational health FOM Diploma in Occupational health practice
- Board member NHS Health at Work Network
- Linking with AHSN

#### Opportunities within the Trust

- Links with IT and HR workforce group – RPA
- Service redesign for mental health support
- Support for carers- psychology, chaplaincy and OHS
- Linked through the workforce cell

#### Other stakeholder work

COVID-19 assurance group

FOM peer support group

NICE Faculty of Occupational Medicine  
Coordinator – Dr E Murphy

NHS England Flexible Working Forum

NUTH What Matters to You (WMTY) working group

### **Contract Activity**

New contracts and renewed or expanded contracts in 2022

- University of Sunderland Medical School
- Lead Employer Trust (LET) contract expansion occurred in 2020 to include foundation trainees – transfer to new delivery provider October 2022
- SME including Ramsay healthcare, partner OHS services, IAS medical, P+G assist, Newmedica, Newcastle University SLT

### **Potential Threats**

Reduction in clinical space on clinical sites

Occupational Health service delivery and records management system change over.

#### Mental Health Team

- recruitment
- governance around group work platforms
- partner services capacity impacting staff access to more specialist mental health support

Performance Review – Executive Briefing

**Objectives/Ambitions:** for discussion at PQR