

Evolving the Health and Wellbeing Framework

NHS England and NHS Improvement



Why are we doing this?

The existing HWB framework has been well adopted across the NHS. This project is looking to build on its success and create a set of tools that can support a wider application of health and wellbeing across the organisation

Background: Where we are

- The [NHS Health and Wellbeing Framework](#) was launched in 2018 and successfully used by over 70 NHS organisations.
- It speaks to an evidence base and rhetoric that predominantly focuses on 'reducing sickness absence'. There is evidence that the 70+ NHS organisation using the framework did reduce their sickness absence rates.
- COVID-19 has changed how we perceive HWB. It has placed greater emphasis on how caring for our NHS people, enables them to care for others.
- We need to move away from 'sickness absence' and toward creating a culture of wellbeing, that equally focuses on prevention and culture change.



How do we get there?

Where we want to be

- *"The HWB of NHS people is the biggest public health intervention - in the world!"*
- Take the best of the existing HWB Framework and 'evolve' it into a HWB Culture Change Toolkit to empower NHS organisations to create a sustainable 'wellbeing culture' for their workforce.
- Achieve this at pace and through co-design with our system stakeholders as a toolkit by the NHS, for our NHS people.
- In this re-design, to consider:
 - *Placing emphasis on culture change for HWB.*
 - *Place greater emphasis on the prevention agenda and widen the scope of HWB.*
 - *Embed equality, diversity and inclusion.*
 - *Refresh the evidence base and gaps in the framework, both theory (i.e. empirical evidence) and best practice (i.e. case studies).*
 - *A suite of accessible tools / documents (e.g. high-level framework, implementation toolkit, diagnostic tool, evidence base summary...)*

The Project

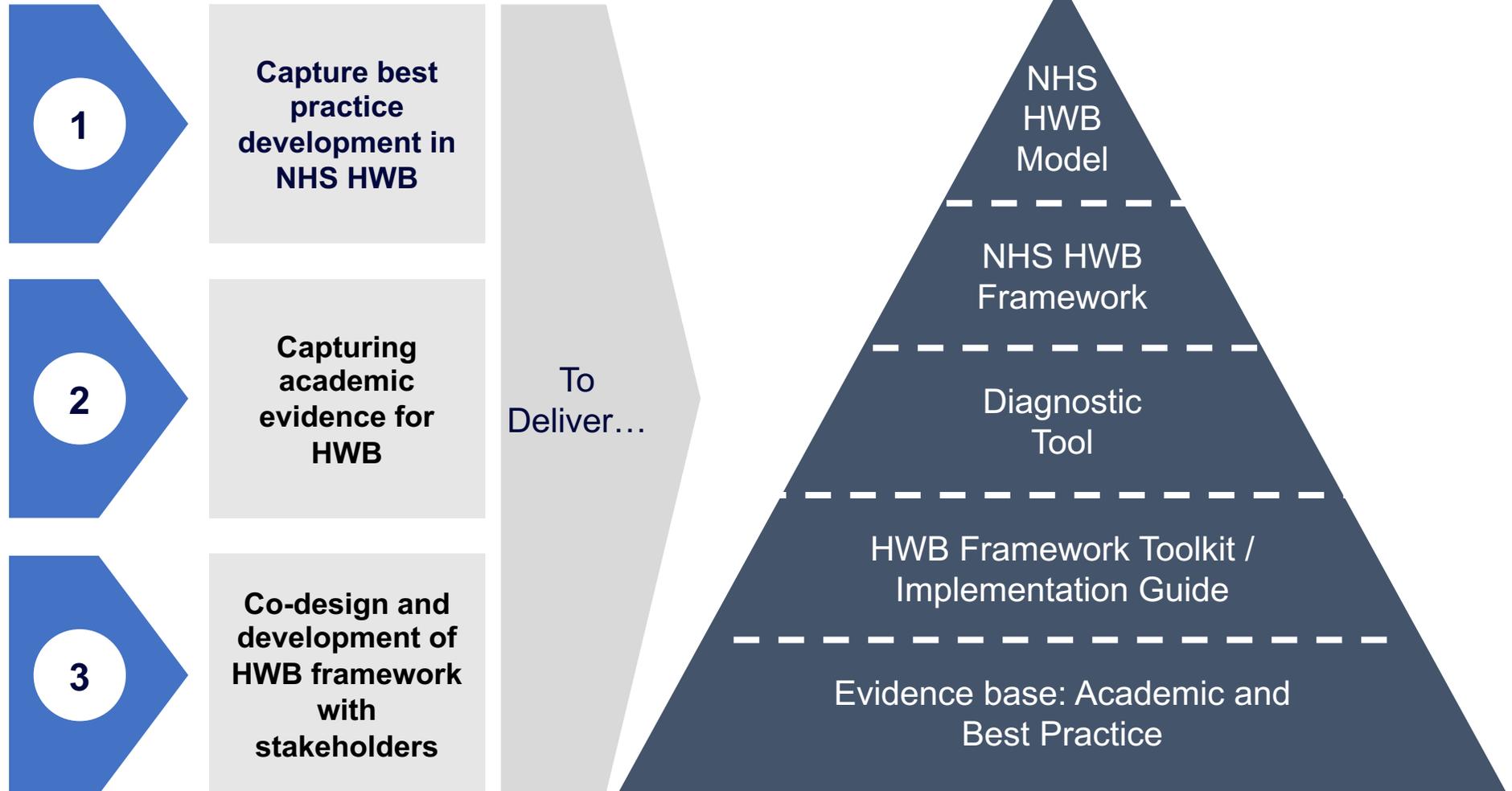
NHS wide engagement to capture HWB best practice and academic evidence to inform an easier to apply HWB framework

COVID-19 has changed how we perceive Health and Wellbeing (HWB).

It has placed greater emphasis on how caring for our NHS people, enables them to care for others.

Building on the existing HWB framework we are involving stakeholders across the NHS to help inform our model for HWB and to make the framework easier to apply,

This is across three streams of work:



What is the right Health & Wellbeing Model?

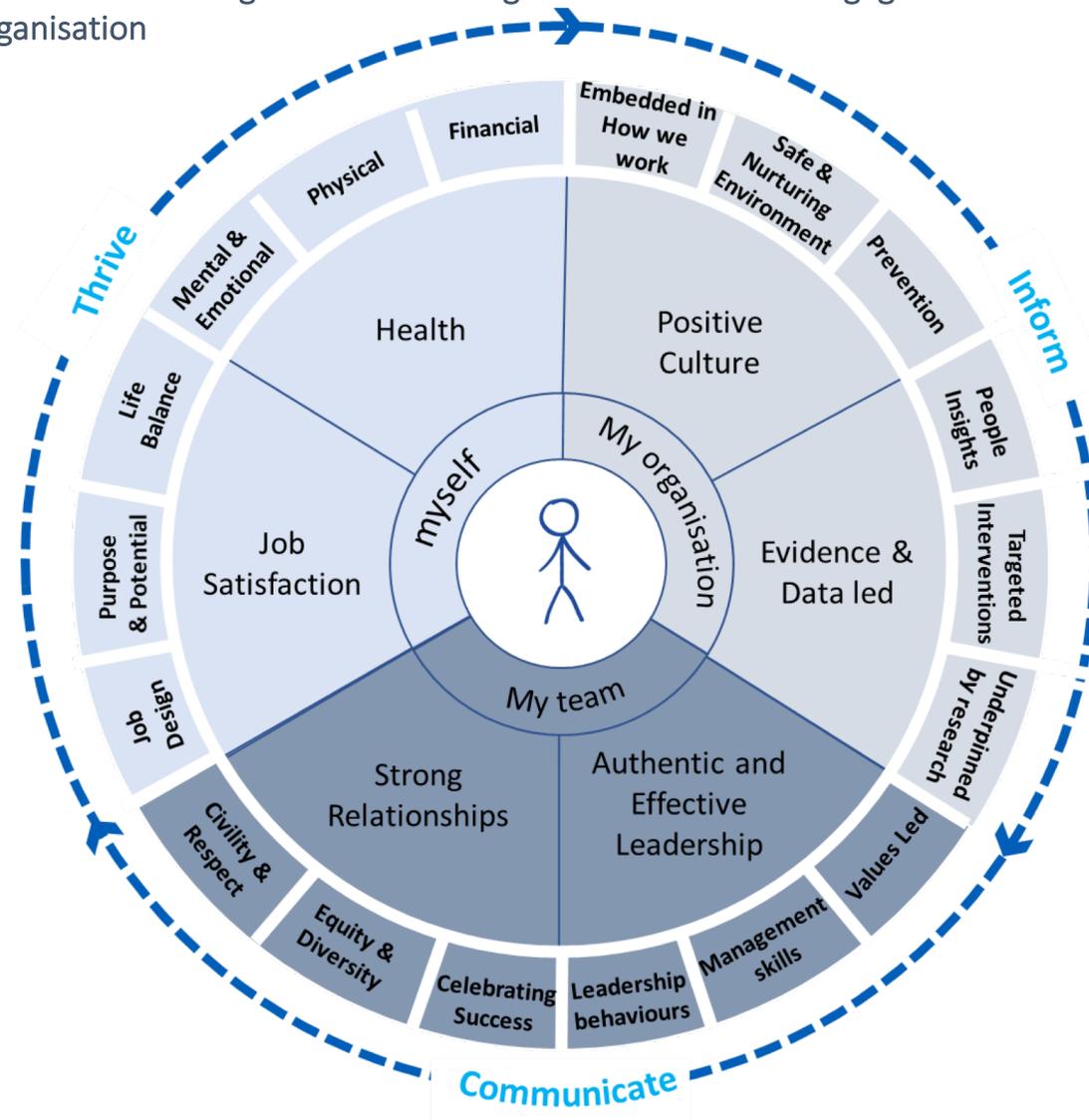
The new NHS HWB model will be based on academic evidence and market insight. This will change and evolve as we engage stakeholders across the NHS to ensure it underpins health and wellbeing across the organisation

We want our health & wellbeing model to be evidence based and codesigned with our people.

Our proposed Health and Wellbeing model aims to encompass all aspects of personal wellbeing as well and the organisational activities that will enable HWB interventions across all parts of the organisation.

This model with people at the heart of it will evolve. We will validate it through engagement with stakeholders across the NHS including:

- HWB academics
- Regional HWB teams
- People teams
- ED&I teams
- Trust leaders



Your Thoughts on Health and Wellbeing

NHS England and NHS Improvement



Feedback We've Received

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Application



Line Management



Internal structures
(policies and
procedures)



Occupational Health



Joined up approach
across 'People'
Programmes



Resources

Data & Research



Consistent Measures



Data Collation and Interpretation Support



Best Practice

Cultural



Language



Trust



Covid Recovery



Importance of high quality
leadership

Thank you

https://capita-tst.outsystemsenterprise.com/NHS_HWB/

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