



The NHS in good working health

Improve the health and wellbeing of your Trust while meeting the Boorman Review recommendations

Adopting innovative approaches to supporting the health and wellbeing of staff frees up resources that could be reinvested in better and more appropriate services. By looking at improving organisational behaviours and performance, your Trust can achieve an exemplar service and embed staff health and wellbeing in NHS systems and infrastructure.

The NHS Health and Wellbeing Review identifies a number of recommendations for trusts to adopt in order to improve the provision of health and wellbeing services for NHS staff. As the UK's number one occupational health provider,¹ Atos Healthcare works in partnership with our clients to deliver effective Occupational Health, employee assistance and wellbeing services that enhance the lives of over 800,000 people each year.

We can support you in adopting the recommendations from the NHS Health and Wellbeing Review in the following ways:

Improving organisational behaviours and performance	
Recommendations ²	Atos Healthcare solutions
<ul style="list-style-type: none"> » NHS to provide staff health and wellbeing aligned to public health initiatives and focused on prevention. » Leaders equipped to recognise links between staff health and wellbeing and performance, and delivery judged. » NHS to implement strategies for tackling health and lifestyle issues which affect staff health and wellbeing. 	<ul style="list-style-type: none"> » Based on the philosophy that prevention is better than cure, we can help in the early detection of work related and lifestyle health problems. Our health and wellbeing approaches deliver measurable and sustained benefits through: <ul style="list-style-type: none"> - Targeted health promotion and health screening campaigns - Easy access to medical advice - A support website with online health screening, self-directed e-learning and information library - 24/7 employee assistance support for all employees.
<ul style="list-style-type: none"> » NHS to implement national guidance on mental health and wellbeing at work. » Managers to have skills and tools to support staff with mental health problems. 	<ul style="list-style-type: none"> » Our diverse range of education tools builds manager confidence to deal with people issues and helps your organisation quickly recognise how health affects attendance and productivity at work. All courses are available as e-learning, face-to-face and webinar sessions. These can be delivered as stand alone events or as part of an integrated management development programme. » Our continuous innovation in mental health support provides you with the very latest therapies, including: online counseling; Cognitive Behaviour Therapy (CBT) delivered face-to-face, by telephone and online; individual coping resources and self-directed e-learning.
<ul style="list-style-type: none"> » Staff health and wellbeing at heart of NHS work with board level champion and senior managerial support. 	<ul style="list-style-type: none"> » As the market leader, we recruit and retain the highest quality Occupational Health clinicians in the UK. We provide expert health consultancy, working with you to identify your health and wellbeing issues. Our evidence based programmes are specially designed to support your organisational objectives and ultimately improve the health of your workforce.

Achieving an exemplar service	
Recommendations ²	Atos Healthcare solutions
<ul style="list-style-type: none"> » NHS to ensure health and wellbeing strategies include legal obligations, risk factors and key health needs. 	<ul style="list-style-type: none"> » Our directly employed Occupational Health specialists will design a health surveillance and fully managed recall programme to ensure all your health risks are minimised. » Organisational Health Checks assess your organisation against health and safety stress standards. We will provide you with an action plan to address the issues identified and to minimise the occurrence of stress in the future. As long as you act on the findings, this exercise produces evidence that you comply with current health and safety legislation.
<ul style="list-style-type: none"> » Trusts to ensure they provide early intervention health and wellbeing services for musculoskeletal and mental ill-health. » Core early intervention to form part of nationally agreed minimum service specifications and standards. 	<ul style="list-style-type: none"> » We are setting the standards for managing attendance, returning more employees back to work faster and healthier. As specialists in stress management and musculoskeletal rehabilitation, we offer: day 1 absence reporting; easy access by secure website and real-time case tracking; reports, on average, three days from referral; online pre-employment with same day results and case management directing the use of physiotherapy, functional rehabilitation, occupational therapy, CBT and counseling.
<ul style="list-style-type: none"> » Trusts to provide health and wellbeing services to national standards as well as to meet local needs identified through staff engagement. » Staff engagement to exceed legislative requirements and be credible and meaningful. » Trusts to ensure health and wellbeing strategies developed using meaningful engagement, risk and needs assessments are properly resourced. 	<ul style="list-style-type: none"> » Improve employee engagement with easy access to all services and innovative marketing. This engagement is measured by percentage take-up, employee and management satisfaction and feedback on services.

¹ The UK Occupational Health Market Development Report, Market and Business Development 2008 (based on market share).

² Dr Steve Boorman, Director Corporate Responsibility, Royal Mail Group, The Health & Well-being of NHS staff, 2010.

Our absence management and wellbeing solutions deliver a powerful combination of sustained business improvements and personal health benefits for your people.

Embedding staff health and wellbeing in NHS systems and infrastructure	
Recommendations ²	Atos Healthcare solutions
<ul style="list-style-type: none"> » The Operating Framework to establish requirement for staff health and wellbeing to be included in national and local governance frameworks. » CCQ/Monitor to include support for staff health and wellbeing in assessments and in-year monitoring. 	<ul style="list-style-type: none"> » Working in partnership with human resource (HR) and employee relations (ER) professionals to ensure health and wellbeing issues are an integral part of the management process, we give you management information that fits your needs and demonstrates return on investment.
<ul style="list-style-type: none"> » Develop approach to supporting staff health and wellbeing in partnership with staff and trade unions. » Staff health and wellbeing services to be available on an equitable basis to all staff. » Staff health and wellbeing strategy developed based on staff engagement to be routinely monitored, reported and discussed with staff and their representatives. 	<ul style="list-style-type: none"> » Innovative use of marketing engages staff, ensuring health and wellbeing messages are integrated within broader employee communications. » Atos Healthcare believes that Occupational Health and wellbeing services are a critical support tool in the achievement of HR objectives. Empowering managers and employees to be confident in dealing with health and wellbeing issues requires easy access to the best possible advice and support. » Atos Healthcare works in partnership to exploit benefits of Electronic Staff Records (ESR) in managing sickness absence.
<ul style="list-style-type: none"> » Delivery of staff health and wellbeing services properly monitored and regularly assessed and reviewed. 	<ul style="list-style-type: none"> » As the only Occupational Health provider to be awarded the General Medical Council's 'Approved Practice Setting', we provide you with the highest clinical governance standards.

Atos Healthcare's Occupational Health and employee support programmes directly contribute to your most important business objectives and give your staff exceptional personal health services and a great sense of wellbeing.

Going forward

If you'd like to discuss the business benefits of Occupational Health outsourcing, call 020 7830 4931 or visit atoshealthcare.com

With our support, our customers have been:

- » Awarded the 2009 Healthy Workplace Award at the Business in the Community Examples of Excellence Awards
- » Named highly recommended runners up in the 2009 RoSPA Astor Trophy for OH Excellence.



We have the expertise, commitment and national capability to deliver Occupational Health and wellbeing programmes structured to your exact needs.



About Atos Healthcare

Atos Healthcare, a division of Atos Origin, combines the Company's expertise in consulting, technology and healthcare to improve the way care is delivered. Services range from lean service transformation, commissioning, hosting and software development, through to disability assessments, occupational health and front line primary care. Atos Healthcare has a team of more than 3000, of whom around two-thirds are qualified medical professionals.