**HEALTH PROMOTING HEALTH SERVICE**

**HEALTH IMPROVEMENT SENIOR (HIS) STAFF HEALTH AND WELLBEING HSCP**

**ROLE PROFILE**

**Job Title:** Health Improvement Senior – Staff Health and Wellbeing (HSCP)

**Band:**  6

**Hours:**  37.5

**Post Duration:** 24 months

**Accountable to:** Head of Health Improvement

**Reports to**: Programme Manager (HPHS)

1. **JOB PURPOSE**

The postholder has responsibility to support the strategic vison for staff health and wellbeing (SHWB) across the Health and Social Care Partnership (HSCP) whilst also supporting the achievement of HPHS Outcome 3 – Staff Health and Wellbeing, as set out by the Chief Medical Officer (CMO) Letter, *Health Promoting Health Service* (2018:3) and the CMO Annual Report for 2022-2023, *Realistic Medicine: A Fair and Sustainable Future.* The postholder will work in partnership with the relevant personnel aligned in their efforts to support and improve staff health and wellbeing and to reduce any inequalities in the provision of health and wellbeing initiatives.

The postholder has responsibility for the development and delivery of this programme under the direction of the Programme Manager for HPHS and the Lead Officer for SHWB appointed by the HSCP. The postholder is required to provide health improvement wellbeing support and advice to colleagues in line with the HSCP Wellbeing Plans, the North Lanarkshire Council (NLC) staff wellbeing plans and the NHS Lanarkshire (NHSL) Staff Health and Wellbeing Strategy and Action Plan and associated corporate polices; alongside overall programme management.

The postholder is responsible for establishing and sustaining relationships internally within the HSCP, NHS Lanarkshire and key partners and stakeholders to promote health and wellbeing activities, aimed at supporting the health and wellbeing of staff and towards the reduction of inequalities in health and wellbeing provision for staff.

Working within the HSCP and with partner agencies, the postholder will primarily lead the development and implementation of SHWB programmes in line with NHS Lanarkshire and NLC strategies and staff wellbeing needs.

Work Setting

The postholder will be situated within the Health Improvement department with responsibility for the HSCP and its associated locations. Thus, this role is of a peripatetic nature requiring access to a car.

Whilst working across the HSCP with key personnel, line management responsibilities will be via Health Improvement.

1. **MAIN DUTIES/RESPONSIBILITIES**

* To establish relationships with key personnel across the workforce to ensure there is representation of all departments in understanding the SHWB needs and requirements of a diverse workforce.
* To support staff engagement establishing what matters most to staff in terms of their needs around health and wellbeing individually and in their workplace settings. This will initially be done with the Programme Manager for the SHWB Strategy.
* To support the Lead Officer for SHWB HSCP in the delivery of the HSCP SHWB Group and its planning and delivery outcomes for SHWB. In HSCNL, this includes contribution to workstream 3 of the Care Academy and reporting to relevant governance groups.
* To support and direct health and wellbeing initiatives identified in the engagement exercise and the NHSL SHWB Strategy and Action Plan to support staff health and wellbeing across the HSCP.
* To contribute to the staff health and wellbeing programme under direction of Programme Manager HPHS and deliver on HPHS Outcome 3 and its associated indicators.
* To provide leadership across the HSCP to initiate, develop, deliver and monitor health improvement plans and programmes that prevent ill-health and support and protect individuals and workplaces.
* To act as an ambassador for embedding SHWB within the culture of the HSCP and ensure there is equity of this culture across departments.
* To ensure there is good communication to staff across the disciplines about the initiatives available to support their health and wellbeing.
* To support managers to connect teams/staff with available SHWB programmes that best meet their needs.
* To ensure collaboration with national and local initiatives to support staff health and wellbeing e.g. National Wellbeing Hub and Civility Saves Lives.
* To provide support to staff whilst embedding a holistic needs assessment (HNA) based information and support service across the HSCP. This HNA pathway will identify and prioritise what matters most to the individual staff member in relation to their wider determinants of health facilitating a person centred care approach. In understanding what those needs of the individual are, appropriate signposting and referral to support services will help to address the wider social determinants of health needs and connect them to appropriate services.
* To provide referral to psychological support services such as Staff Care and Wellbeing and Psychological Services Staff Support Team (PSSST).
* To support the HPHS Senior Training Officer in delivery of the following programmes to HSCP staff to support, for example:
* Alcohol Awareness
* Trauma Informed Workforce
* To monitor and evaluate the programmes of engagement with staff and adjust to ensure improvements in engagement are made where required.
* To monitor and evaluate the SHWB initiatives to ensure they are meeting the needs of the staff groups and make adjustments where required.
* To collaborate with relevant personnel to improve the environment for staff. Examples of this are around ensuring implementation of the NHSL Healthy Eating Policy with Hotel Services; linking with the Active Travel Co-ordinator to create safe, active travel routes for staff and greening of the estate to provide safe outdoor spaces to enhance health and wellbeing via the Green Health Partnership.
* To be the link person and support and promote the activities of teams such as Quit Your Way and Lanarkshire Weight Management Service.