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Local Authority Provisions for Supporting NHS Staff

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Integration

- Smoke screen
- Environmental factors
- Financial constraints
- Expectation vs reality
- Personal matters
- Work pressures
- Societal appreciation
- Realistic expectations

Why?

- Wider impact of family
- Physical health

Impact

- Absences cost the taxpayer £2bn during pandemic
- MH leave for staff was 3 times longer than COVID related illness
- Workers taking month off to recover vs 11 days due to COVID
- In Oldham Council time off for mental health took up to 26% of total sick days
- More than for COVID infection and COVID isolation combined
- March 2020 – September 2021 Mental health is the biggest cause of absences in the council (38.9%)
- COVID 19 related absence consisting over the same time period at 6.7%

National Solutions

- More investment in work force
- National health and wellbeing packages for work force
- Dedicated funding to deal with environmental factors (Housing, childcare etc)
- Honest conversation with public
- Policies to assist not discriminate

Local Solutions

- System support
- Finding system solutions
- Offer of wellbeing in April 2020
- Strong employee assistance programme
- 24/7 support via specialist helpline
- Dedicated helpline for manager to seek advice
- Counselling support
- Post trauma critical incident support
- Adapt advice

Local Support

- Legal advice
- Elder care advice
- Bereavement support
- Childcare advice
- Workshops on managing anxiety and stress
- “Fit for Oldham” physical health support

- Oldham is consistently the highest users of EAP within GM
- Network of 67 mental health first aiders across work force
- Workload monitored
- “Let’s talk” programme focussing on mental wellbeing of staff
- Constant service and feedback from staff to modify assistance available

- Plans to train 3 mental heath first aid instructors for work force
- Instructors will deliver dedicated sessions for staff