

VITAL SIGNS: EIGHT ELEMENTS OF WORKPLACE WELLBEING

8. EVALUATE AND ACT

- Use your strategic objectives to build a robust evaluation
- Plan your evaluation from the start
- Act on your findings

7. INTERVENTION

- Take a targeted approach
- Use available support services
- Ensure interventions are accessible for staff

6. PREVENTION

- Encourage staff to take personal responsibility
- Use behaviour change techniques
- Link with Public Health agenda and implement NICE guidance

5. KNOW YOUR DATA

- Identify all useful data sources
- Ensure your data is accurate
- Understand your demographics

1. LEADERSHIP

- Create a forward focused, collective leadership culture
- Recruit board and clinical champions
- Have an effective wellbeing lead
- Support line managers through training

2. SHARED STRATEGIC VISION

- Have a clear vision
- Set robust, measurable objectives
- Identify all wellbeing activities and create one strategy

3. ENGAGEMENT

- Understand the wellbeing needs of your staff
- Engage with key stakeholders
- Involve and engage union reps

4. COMMUNICATION

- Have clear key messages
- Choose your communications channels to suit your audience
- Develop a brand identity
- Provide regular updates

