



Health and Wellbeing Services

Nurturing health, empowering wellness and creating a productive and healthier workplace



The NHS Long Term Workforce Plan sets out how the NHS will address existing and future workforce challenges by recruiting and retaining thousands more staff over a 15-year period, as well as working in new ways to improve both staff experience and patient care.

The plan sets out the strategic direction for the NHS workforce at a local, regional and national level, with actions falling into the three key areas of training, retention and reforming.

Taking steps to safeguard the health and wellbeing of your staff provides significant opportunities to improve retention and expand recruitment. Demonstrating your organisations commitment to wellbeing will be pivotal in attracting and keeping the staff required

to support your local objectives as well as meeting your responsibilities within the NHS People Plan and People Promise.

Arden & GEM's Health and Wellbeing support provides access to a comprehensive range of services from strategy development through to the provision of initiatives that can increase workforce resilience, improve morale, reduce absenteeism and help you recruit and retain talent.

Our approach

As part of the NHS family, Arden & GEM's Health and Wellbeing Services have been developed in collaboration with a range of organisations including NHS England, Integrated Care Boards, Provider Trusts, Primary Care and the voluntary sector.

This experience delivers understanding of the most pressing challenges faced by NHS organisations and has enabled us to develop an approach that focuses on five key attributes that are fundamental to securing the health and wellbeing of your staff:



Supporting mental health



Maintaining physical health



Promoting self-care and wellness



Menopause support and awareness



Enabling financial wellbeing



Our Health and Wellbeing Services

Our team of health and wellbeing experts work collaboratively with your in-house resource to understand your individual requirements and develop a tailored solution that supports (or forms) your organisational health and wellbeing strategy.

We provide both end-to-end and modular support spanning five service areas which can empower your organisation to grow the health and wellbeing of your staff:



Strategic and operational support



Our unrivalled team of health and wellbeing experts can support you regardless of where your organisation is on its health and wellbeing journey. From strategy development to practical services that improve your operation, our support includes:

- Health and wellbeing **strategy** development, reviews and bespoke consultancy
- Promoting and empowering **self-awareness** of health and wellbeing
- **Occupational Health** and Employee Assistance Programmes EAP service (managed via 3rd party contract arrangements).

Specialist workshops



We provide a range of engaging, practical and science-backed wellbeing workshops that raise awareness of key health and wellbeing disciplines and protect your employees against stress and burnout. Workshops include:

- **Mental health** awareness workshops
- **Wellbeing** workshops including stress awareness, personal resilience, emotional intelligence, self-care, motivation, psychological safety, managing and embracing change
- **Project ME self-awareness** programme – 6 x 1 hour workshops with supporting resources, including healthy working habits, self-care, stress management, mindfulness
- **Menopause awareness** workshops including the signs and symptoms of menopause, healthy eating and exercise to support menopause symptoms, the importance of self-care menopause cafes – providing a space for open and honest conversations, peer support and access to support resources
- **Financial workshops** including a focus on your finances, understanding your pension and financial wellbeing – all with dedicated supporting resources.



Management training



We provide a range of specialist training courses designed to upskill your managers in the fundamentals required to deliver effective health and wellbeing across your organisation. Sessions include:

- Empowering managers to **communicate** and support teams effectively
- **Wellbeing conversations** - line manager training, 1 hour workshops and supporting resources.

Mental health training



We empower NHS organisations to create positive environments where employees can discuss and better manage their mental health and wellbeing. Our training is designed to enable your organisation to more effectively manage the mental health of your employees, with courses including:

- **Mental Health Awareness** workshops
- **Mental Health First Aider** 2-day training course, supplied by our in house trainer
- **Mental Health First Aider** peer to peer support sessions running every 12 weeks
- **Health and Wellbeing Champions** training and supporting resources.

Digital wellbeing tools








We provide access to a unique range of digital tools that deliver tried and tested, evidence-based mental health and wellbeing solutions for your employees. Options include:

- Preferential access to the clinically proven **ShinyMind** mental health and wellbeing app
- Content and management of health and wellbeing **intranet areas**, providing access to an extensive range of support resources
- Provision of monthly health and wellbeing **e-newsletters** to support your existing internal communication approaches.



The benefits of our Health and Wellbeing Services

Our Health and Wellbeing Services are made in the NHS, specifically for the health and care sector and will help you to:

-  Increase job satisfaction, morale and motivation by ensuring your staff feel supported and valued by your organisation
-  Reduce staff turnover by preventing burnout and fatigue which in turn will reduce expenditure on recruitment, training and onboarding
-  Improve productivity with healthy and well employees that are able to focus on providing effective services and patient care
-  Lower absenteeism by preventing illness or burnout – which results in better staffing levels and continuity of patient care
-  Create a positive organisational reputation that enhances your reputation as an 'employer of choice' and makes it easier to attract talent.





We would welcome the opportunity to discuss how our Health and Wellbeing service can support your organisation to achieve the Triple Aim duty of improving population health, increasing the quality of care and delivering more sustainable use of resources. Get in touch with us at:



Get in touch with us at:

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