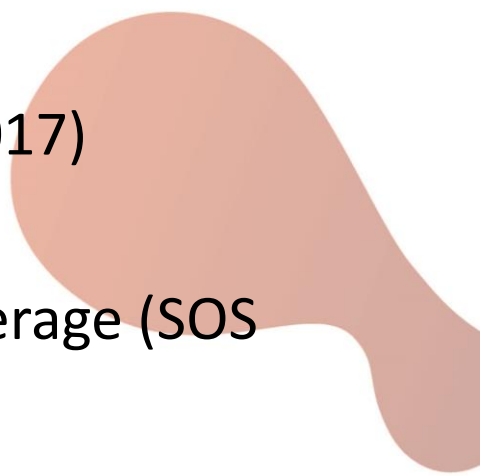




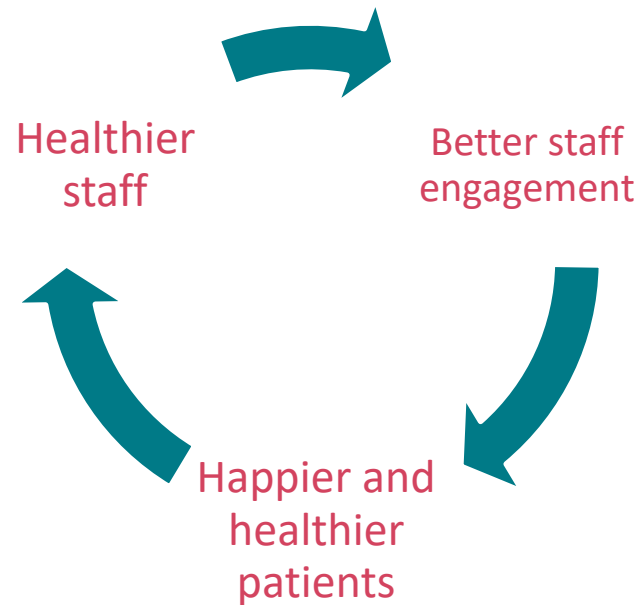
A collaborative approach between Ambulance Employers, Trade Unions, and NHS Employers to improve the Mental Health and Wellbeing of the Ambulance Services Workforce

Why?

- Lower levels of Staff Engagement – SOS
 - Lowest - 2017 3.22 (2016 3.22) (2015 3.13)
 - Highest - 2017 3.58 (2016 3.57) (2015 3.5)
 - Average – 2017 3.43 (2016 3.43) (2015 3.39)
 - NHS – 3.78
 - High rates of staff turnover
 - Sickness absence rates – average 5.5% (August 2017)
 - Levels of anxiety, stress and depression – 48% average (SOS 2017)
- 

What's the answer?

Providing staff with the environment and opportunities that enable them to lead healthy lives.



The benefits

The benefits of a healthier workforce to the NHS and to individual Trusts are clear:

1. Improved patient safety and experience.
2. Improved staff retention.
3. Reinforced public health and prevention messages - staff are role models to their patients.

‘As the largest employer in Europe, the NHS needs to practice what it preaches by offering better support for the health and wellbeing of our own 1.3 million staff.’

Simon Stevens, 2016

Our Aim

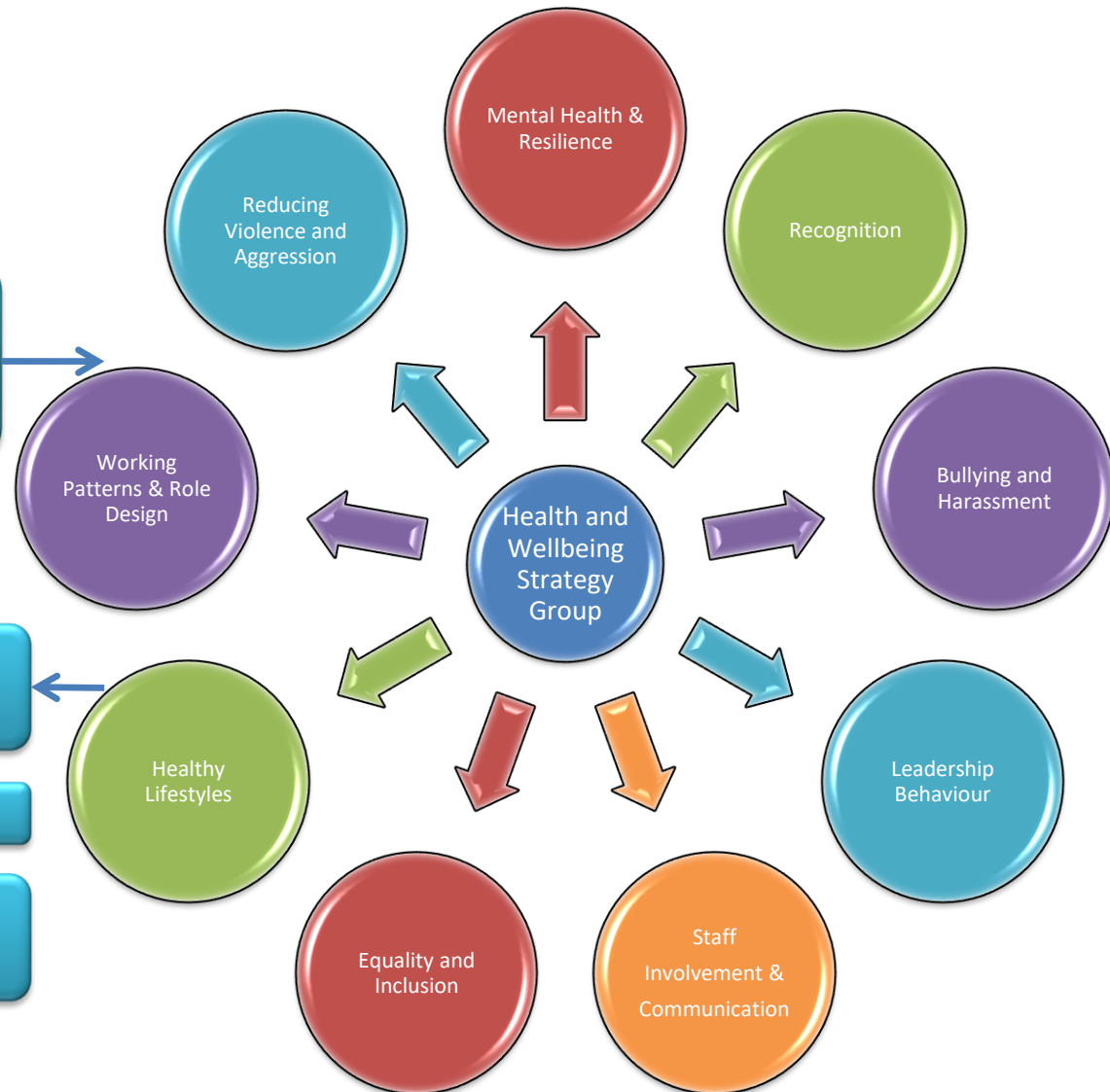
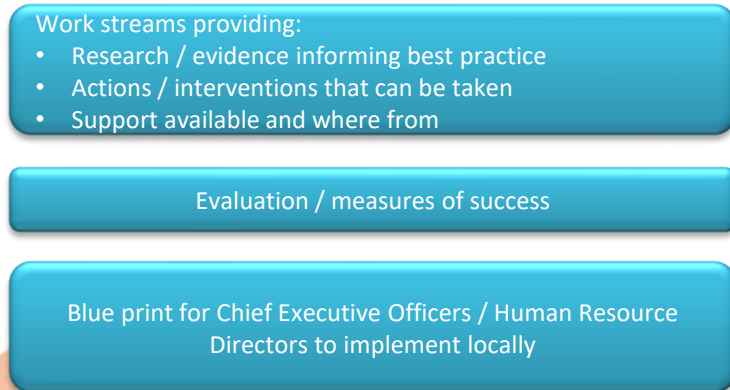
- To build on effective practice already in existence.
- To develop a national digital resource for the Ambulance service providing information, guidance, signposting, and tools to support improvement in mental health and wellbeing.
- A frontline leader development programme – ‘Leading Healthy Workplaces’.
- Product development led by the Ambulance Health and Wellbeing Strategy Group informed through staff engagement, research, evidence, and best practice impacting individual and organisational wellbeing.



Governance



Outputs

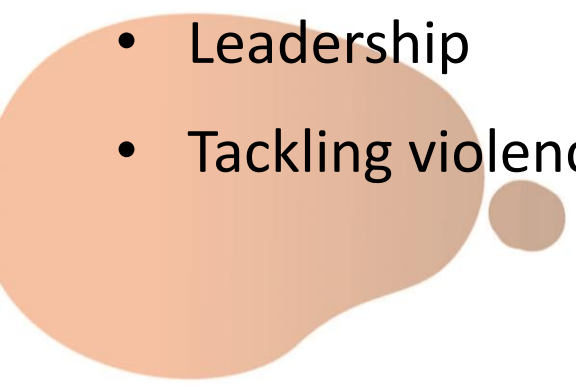


Programme so far

Stage 1 Work streams

- Mental health and resilience
- Recognition and value
- Staff involvement

Stage 2 work streams

- Tackling bullying
 - Leadership
 - Tackling violence
- 



Ambulance Workforce

The ambulance service and its workforce face specific challenges and unique circumstances within the health and care system.

This resource for the ambulance workforce aims to develop organisational cultures that promote higher levels of morale, motivation, staff satisfaction, wellbeing and engagement, to improve the working lives of all staff in the ambulance service and, ultimately, help to deliver the best possible patient care.

Developed in partnership with employers, trade unions and NHS Employers and supported by the Association of Ambulance Chief Executives and the National Ambulance Strategic Partnership Forum.



"The Association of Ambulance Chief Executives (AACE) is wholly committed to, and supportive of, improving the health and wellbeing of ambulance staff across the UK. Employee health and wellbeing is intrinsic to the AACE's strategic priorities. The AACE works closely with the National Ambulance Strategic Partnership Forum (NASPF), as well as with other partner organisations, to enhance its understanding of workforce issues and support UK ambulance services in helping their staff stay well and offering them support when they are not." **Martin Flaherty, Managing Director, AACE**

"Improving the health and wellbeing of ambulance staff is one of the most urgent and pressing issues facing employers and trade unions. By working together in partnership we can explore options for making changes to help staff stay well at work and support them when they are not. The NASPF has led this piece of work because we can and must do more for our staff." **Ken Wenman, Chief Executive, South Western Ambulance Service NHS Foundation Trust; Alan Lofthouse, UNISON National Ambulance Officer, Joint Chairs of the NASPF**



Engagement

Ideas and examples of what employers, line managers and staff can do to help develop and sustain engagement in the ambulance service.



Head first

Head first is a free digital mental wellness resource designed for the ambulance service.



Paramedic development

Find out how you can support the career development of your paramedics.



Recognition and value

Learn why value and recognition are so important in helping to develop the right culture in your organisation.



Tools and resources

Take a look at information, tools and resources gathered together in an easy to use library.

CONTACT

Health and wellbeing
healthandwellbeing@nhsemployers.org

RELATED LINKS

[Health and wellbeing](#)

[Staff engagement](#)

[Pay and reward](#)

[Reward](#)

EXTERNAL LINKS

[MIND Blue Light](#)

[MIND](#)

[The Association of Ambulance Chief Executives](#)

[The Ambulance Staff Charity](#)



HORIZON
LEEDS

SPACE TO MEET, THINK, CREATE AND INSPIRE



head first

Welcome to head first, our free mental wellness resource designed for the ambulance service.

[Start](#)

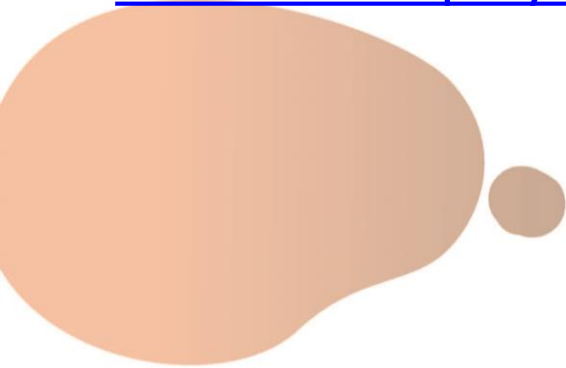
Self care

What can I do to look after my mental health?

I'm having a tough time, what can I do?

I'm getting back on track - what can I do to keep mentally well?

www.nhsemployers.org/yourworkforce/ambulanceworkforce



Line manager/colleagues

How can I support my team/colleagues to maintain good mental health?

How do I support my team/colleagues when they're having a tough time?

How do I support my team/colleagues to get back on track?

www.nhsemployers.org/yourworkforce/ambulanceworkforce



Organisation

How can my organisation create a culture that supports good mental health?

How can my organisation support staff when they're experiencing mental health challenges?

How can my organisation respond, review and learn to keep staff mental health a priority?

www.nhsemployers.org/yourworkforce/ambulanceworkforce