

Meeting / Committee:	Board of Directors	Meeting Date:	26 March 2013
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This paper is for: (Only 1 column to be marked with x as appropriate)	Action/Decision X	Assurance	Information
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Title:	Health Promoting Hospitals
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Purpose:	The purpose of this report is to seek commitment from Board of Directors to achieving the WHO Health Promoting Hospitals framework.
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Summary:	<p>The aim of the HPH framework is to improve the health and wellbeing of the Trust's patients, relatives, visitors, staff, contractors and wider community. To build capacity across the Trust's workforce to act as health promoters in their everyday contacts by supporting people to adopt healthier lifestyles and help reduce the impact of unhealthy behaviours.</p> <p>Middlesbrough and Redcar and Cleveland Public Health have identified in their commissioning intentions, a commitment to work with large organisations in South Tees, which can promote a settings approach to improving the health and wellbeing of their local population. South Tees Hospitals NHS Foundation Trust, Teesside University and Middlesbrough College have all been identified as priority organisations for achieving this.</p> <p>In order to achieve the HPH framework, the commitment of the whole Trust and its staff, supported by a dedicated Health Promoting Hospital Partnership, needs to be established. A robust action plan will be developed, which focuses on delivering the priorities set out in the Health and Wellbeing strategies, to achieve a better health gain by improving the quality of healthcare, the relationship between hospitals/health services, the community and the environment as well as the conditions for and satisfaction of patients, relatives and staff.</p>
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Prepared By:	Emma Rushmer, Assistant Director, Sue Perkin, Head of Health Improvement, Middlesbrough Borough Council/NHS	Presented By:	Chris Harrison, Director, Human Resources
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	Middlesbrough and Sarah Slater, Health Improvement Specialist - HPH and Workplace Health		
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Recommendation:	The Board of Directors is asked to receive the contents of this report for information and agree that the trust should adopt the HPH framework.
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Implications Mark with x in appropriate column(s)	Legal	Financial	Clinical	Strategic X	Risk & Assurance
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SOUTH TEES HOSPITALS NHS FOUNDATION TRUST
BOARD OF DIRECTORS
HEALTH PROMOTING HOSPITALS

Purpose of report

This paper seeks commitment from South Tees Hospitals NHS Foundation Trust's Board of Directors to achieving the WHO Health Promoting Hospitals and Health Services (HPH) framework.

The WHO International Network of HPH consists of 38 networks across 40 countries with over 800 hospital and health service members. Members of the HPH network collaborate internationally to achieve a better health gain by improving the quality of Healthcare, the relationship between hospitals/health services, the community and the environment as well as the conditions for and satisfaction of patients, relatives and staff.

Why Health Promoting Hospitals at South Tees Hospitals NHS Foundation Trust?

The aim of the HPH framework is to improve the health and wellbeing of the trust's patients, relatives, visitors, staff, contractors and wider community. To build capacity across the Trust's workforce to act as health promoters in their everyday contacts by supporting people to adopt healthier lifestyles and help reduce the impact of unhealthy behaviours.

Middlesbrough and Redcar and Cleveland Public Health have identified in their commissioning intentions, a commitment to work with large organisations in South Tees, which can promote a settings approach to improving the health and wellbeing of their local population. South Tees Hospitals NHS Foundation Trust, Teesside University and Middlesbrough College have all been identified as priority organisations for achieving this.

Background – National and Local drivers

The NHS reform sets the ambition for high quality, clinically led and patient centred services. This is being driven by a stronger emphasis on delivering services that are closer to patients' home, better integrated, with reduced variations and promote early identification of ill health therefore reducing late presentation and the subsequent impact on clinical services, and achieving better outcomes for patients. By concentrating on improving health, the trust will be able to provide a better service for patients who need its renowned expertise in acute and community services provision.

From April 2013 local authorities will be responsible for public health and some health service commissioning. The trust will work closely with the Local Health and Wellbeing Boards and will be a partner in the delivery of the local health and wellbeing strategies, working closely with Middlesbrough, Redcar and Cleveland Directors of Public Health and their teams.

In order to achieve this we will need to draw on the commitment of the whole trust and its staff supported by a dedicated Health Promoting Hospital Partnership. We will develop a robust action plan, which focuses on delivering the priorities set out in the Health and Wellbeing strategies, the objectives are:

- To advance the promotion of the trust as a health improvement environment; creating supportive environments that promote the health of patients and those who work or visit the hospital and local people
- To make prevention a priority for service and disease management
- To build on the good health improvement work already in place and make every encounter a health improvement opportunity
- To continue to develop effective partnership working with public and private organisations, voluntary groups and local people in addressing the wider determinants of health and reducing health inequalities
- To work with the local health and social care organisations to help people keep healthy in order to reduce and avoid hospital admissions
- To gain the World Health Organisation Health Promoting Hospital status

The state of public health within the trust's population is detailed in the Joint Strategic Needs Assessments (JSNA) and locality health and wellbeing strategies. They contain the headline indicators and identify key actions for improving health and reducing health inequalities, and monitor progress to achieving these. The trust, in partnership with local authorities and other partners have contributed to the annual reviews of the JSNA. The JSNAs support local partners plan "joined up" integrated services to address the wider health and wellbeing needs of local communities.

The JSNAs for Tees Valley provide evidence of unacceptable variations in health and lifestyles, which result in the differing health and social outcomes between Tees Valley and England.

The HPH framework fits into the wider local health agenda. It forms part of the strategic effort to strengthen partnership work to improve health and reduce inequalities in local communities by addressing the following:

- Improving life expectancy
- Reducing deaths from Cardiovascular disease, Cancer and Respiratory disease
- Tackling health inequalities
- Reducing smoking prevalence
- Tackling obesity and promoting physical activity
- Improving mental health and wellbeing
- Reducing risk taking behaviour

Linkage to other project at South Tees

There are a number of trust projects which the HPH framework will enhance, and demonstrate evidence towards the standards. Some have been identified to date, and more work will need to be undertaken to identify further projects. The projects identified to date include:

- South Tees Accreditation for Quality of Care – Led by Alison Smith, Assistant Director, Nursing
- Sickness Absence Project Group – Led by Chris Harrison, Director of Human resources

- Carbon Reduction Strategy (Green Choices) – Led by Rajni Sisodiya, Energy & Sustainability Advisor
- Development of Holistic Centre as a Wellbeing Centre – Led by Caroline Parnell, Company Secretary/Executive Assistant to the Chief Executive

Summary and Conclusion

Implementation of a Health Promoting Hospitals framework across the trust will improve the health and wellbeing of the trust's patients, relatives, visitors, staff, contractors and wider community.

Next Steps

In order to move forward with the HPH framework it is recommended that the trust takes the following steps:

- **Corporate Responsibility**

Develop a vision to improve the health and wellbeing of patients, staff and the wider public, improve people's experience of the NHS, and reduce inequalities that will be linked with the core values of the trust. We want to ensure that the communities we serve are at the heart of what we do. Integrating health improvement into the core business of the Trust will have significant impacts on:

The Workforce

- Improve health and wellbeing of the staff
- Reduce sickness absence
- Reduce stress
- Increase staff engagement and motivation
- Reduce staff turnover
- Support the quality and efficiency agenda

The Community

- Help deliver high quality, safe and continuously improving services
- Put patients at the centre of everything we do
- Be an active partner in improving the health and wellbeing of the communities we serve and increase engagement

- **Board level commitment**

Board of Director commitment to developing and implementing the strategy with a corporate director lead.

- **Establish Health Promoting Hospitals Partnership Group**

This multidisciplinary group will consist of staff from relevant trust directorates and representatives from partners. This will help ensure that the group and its work programme reflect the shared commitment to a partnership approach to improving health and wellbeing and reducing inequalities.

The group will be responsible for securing the Board of Director commitment to delivering the health improvement agenda and monitoring the delivery of the action plan – Lead to be Non-Executive Director / Corporate Director

- **Leads for the 5 Health Promoting Hospital standards**

Leads for each standard will be responsible for implementing the standard's action plan and for providing performance updates to the Health Promoting Hospitals Partnership Group.

Standard 1. The organisation has a written policy for health promotion. The policy is implemented as part of the overall organisation quality improvement system, aiming at improving health outcomes. This policy is aimed at patients, relatives and staff – Lead to be identified

Standard 2. The organisation ensures that health professionals, in partnership with patients, systematically assess needs for health promotion activities – Lead to be identified

Standard 3. The organisation provides patients with information on significant factors concerning their disease or health condition and health promotion interventions are established in all patient pathways – Lead to be identified

Standard 4. The management establishes conditions for the development of the hospital as a healthy workplace – Chris Harrison, Director of Human Resources to lead.

Standard 5. The organisation has a planned approach to collaborating with other health service levels and other institutions and sectors on an on-going basis – Lead to be identified

- **HPH Strategy and Action Plan**

Develop a strategy and action plan to be implemented and delivered by the HPH Partnership Group – Human Resources to lead.

- **Health Needs Assessment**

Conduct a Health Needs Assessment with all trust staff to identify expressed needs using both quantitative (questionnaire) and qualitative (focus group) methodologies – Human Resources to lead.

- **Communications and Engagement Plan**

Work with the trust's Communications Team to develop a communication and engagement plan that will help to promote the co-ordinated approach to health improvement – Human Resources to lead in partnership with Head of Communications.

- **Identify Resources and roles/responsibilities**

There are existing resources within the trust that can support the work involved in achieving the HPH framework and roles and responsibilities need to be agreed as part of the Next Steps.

Performance Management and Evaluation

Key performance indicators will be identified by the HPH Partnership Group and will include targets specific to the action plans for each standard linking through to other management information available including Staff Survey results, occupational health information, patient surveys, sickness absence rates, retention.

How we will update Board/FMG of progress

Evidence of progress against the key performance indicators will be reported to the Board quarterly.

Cost/Funding

The trust is looking to secure some funding through the public health teams locally and may wish to consider funding from the Trust through a business case proposal, if the trust is committed to the framework. Public Health support from Middlesbrough Borough Council/NHS Middlesbrough has committed to provide a health improvement specialist to work with the trust for 3 days per week, but it is recognised that further internal resources will need to be scoped.

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Middlesbrough
Sarah Slater, Health Improvement Specialist - HPH and Workplace Health

March 2013