

Leadership; embedding HPHS in core business

Outcome 1

Prevention, improving health and reducing health inequalities are core parts of the system and planned, delivered and performance managed as such.

Key Indicators

- There is an evidence-based, resourced plan for embedding prevention, improving health and reducing health inequalities activity in the organisational structure, and systems and processes. For example, it is monitored through existing, local governance and performance arrangements.
- The increased emphasis on prevention, improving health and reducing health inequalities is championed by senior staff and supported by effective communications and engagement with staff and trade unions.
- Clinical and non-clinical staff are clear about their respective roles and responsibilities and the CPD and wider resources available to them to support the delivery of prevention, health improvement and inequalities activities.
- There are robust arrangements in place for monitoring and evaluating the impact of prevention, health improvement and inequalities activity on patient and staff outcomes. Where data and systems need to be developed and/or improved, there is senior support and plans for doing so - for example, IT systems for referrals and audit.
- There is a plan for embedding prevention, health improvement and inequalities within action to address local clinical priorities, and aligned to existing and planned health

and social care initiatives and transformational programme changes.

Patient pathways; needs assessment and referrals; building capacity.

Outcome 2

Patients are routinely assessed for health improvement and inequalities as part of their person centred assessment and care. Where appropriate, they are offered quality assured interventions that improve their health outcomes and support their clinical treatment, rehabilitation and on-going management of long term conditions.

Key Indicators

- The organisation embeds health improvement interventions and builds evidence of impact on patient outcomes. In due course, activity should be reviewed to take account of forthcoming national public health priorities.
- Staff are supported to develop their knowledge and skills and to incorporate prevention, health improvement and inequalities sensitive practice into routine responsibilities and practice.
- To build and sustain clinical leadership, relevant professional and governance groups such as Managed Clinical Networks, Area Clinical Forums and Area Partnership Forum. Ensuring that engagement and leadership are aligned to systems for prevention, health improvement and inequalities to support local clinical priorities.
- Routine assessment for health improvement and inequalities is embedded within person-centred care

planning and evidence based support pathways are in place.

- In addition to health improvement needs, the broad social needs of patients are identified and supported through the development of onward referral pathways including, for example, financial inclusion, fuel poverty, homelessness, employability, food poverty and carers' support.
- The organisation has a structured approach to partnership working with public and voluntary sector partners to jointly plan and resource the provision needed to meet patient needs.

Staff Health and Wellbeing

Outcome 3

All staff work in an environment that promotes physical and mental health, safety and wellbeing.

Key Indicators

- The organisation has a strategy for prevention of ill-health, health improvement and inequalities, developed in conjunction with staff, workforce leads and including local and national Staff Governance arrangements, for improving staff health.
- The strategy is developed in the context of wider staff policies and is based on a robust understanding of local staff health profile and the key contributors to ill-health. Short, medium and long term actions are developed with staff and relevant services, such as Occupational Health.
- The organisation has an evaluation framework to support the strategy and monitor impact should be developed.

- In line with national Staff Governance¹ and Workforce 20:20², staff feel able to raise their own health issues and are aware of the support available. To improve equity in health outcomes, the organisation should specifically address the needs of harder to reach staff who do not traditionally take up health improvement support; e.g. those who are lower paid, higher risk of sickness absence, etc.

Transforming the hospital environment

Outcome 4

The hospital environment is designed and maintained to support and promote the health and wellbeing of staff, patients and visitors.

Key Indicators

- The organisation, while maintaining existing hospital food standards in relation to retail, catering and trolley services as well as patient food, strives to improve the hospital experience by offering healthier choices³.
- The organisation has introduced relevant criteria to areas not yet in compliance, in particular around vending, hospitality, pop-up shops and mobile vans operating in their areas. The organisation must be able to demonstrate that affordable, healthy options are available at any point of the day, including for those staff working night shifts.⁴

¹ <http://www.staffgovernance.scot.nhs.uk/what-is-staff-governance/staff-governance-standard/>

² <http://www.workforcevision.scot.nhs.uk/>

³ Retail and trolley provision must follow the Healthcare Retail Standard, catering must follow the Healthyliving Award Plus and patient food must follow the Food In Hospitals guidance.

⁴ Appropriate guidance and support materials will be provided during 2018/19.

- The organisation can demonstrate that opportunities for physical activity (including active travel) in both the indoor and outdoor estate are available and are promoted to patients, staff and visitors.
- The organisations can demonstrate that staff and contractors are appropriately trained and supported to provide advice and guidance for staff, visitors, contractors and patients who attempt to smoke on hospital grounds.
- In line with the Procurement Reform (Scotland) Act 2014, procurement policy supports fair work practices, sustainability, community benefits and ethical supply chain.