Good practice innovation case studies

NHS Yorkshire and the Humber would like to hear about the innovation and improvement work happening in your organisation so we can share good practice case studies about what is working well across Yorkshire and the Humber and beyond.

We would like to hear about any new projects or areas of work that are making an improved difference to patient care, health services and work practices, as well as projects that are showing efficiency savings, which could be either saving money or better use of staff time.

Please fill in this form electronically and return to Sarah Baygot, NHS Y&H Communications Coordinator (Innovation and Improvement): sarah.baygot@yorksandhumber.nhs.uk

What is the project?
What is the innovation or improvement work happening? What is the aim of the project and its purpose - how will practice make a difference? How will it work?

Better Workplace-Better Mental Health, NHS Doncaster has worked collaboratively with NHS Rotherham’s Mind Your Own Business project, both projects of the Yorkshire & Humber regional Altogether Better Programme funded by Big Lottery, to produce a Workplace Mental Wellbeing Toolkit.

The Workplace Mental Wellbeing Toolkit was produced following consultation with local businesses around support needs, format, and accessibility. The Toolkit has been produced in a memory stick format to aid easy access, with an additional number of copies available as CD-Rom to aid further access. The Toolkit format comprises: making the business case to management and/or Directors; the ‘employment cycle’ i.e. recruitment through to employee exit; with a concurrent theme of employee support running throughout.

Each section includes a synopsis of the section area and a list of file links taking the user to guidance and information, and templates which provide the user with tools that can be incorporated into their workplace operations. Furthermore, the Toolkit includes sign-post details for both the Doncaster and Rotherham projects and other support providers. In order to maximise the shelf life of the product, given inevitable legislative changes in the longer term, the Toolkit also includes a section of web-links to allow the user access to the latest mental health information.

The Toolkit has a help file to assist the user in navigating the tools and support, and also includes separate files so that the user can access individual file documents, for example, if the user wishes to work on a particular document as opposed to the Toolkit in its entirety.
The Toolkit can be used as a single product, but its benefit is maximised when used in conjunction with Better Workplace-Better Mental Health’s other mental wellbeing interventions:

- Mental Health First Aid training
- Mental Health Awareness training
- Stress Awareness Workshops
- Training for Line Managers in Mental Health
- Adoption/review of policies and procedures around mental wellbeing
- Sign-up to the Healthy Business Award
- Developing Workplace Health Champions
- Health promotion campaigns e.g. Chill Out, Don’t Burn Out

**Why did you do it?**

What is the context? Tell the story – what was done and why? Which staff are involved? Which patient groups affected?

The Better Workplace-Better Mental Health Team comprises Jane Jefferson and Laura Moody as Project Managers, and Emma Marsden, Project Support Officer.

The team produced the Toolkit as part of its overall aim i.e. to assist people with mild to moderate mental health problems to gain and retain employment. Delivery of this aim includes supporting GPs, health care professionals and other front-line workers to promote vocational rehabilitation and related services (gaining employment), and also supporting employers to assist employees with mild to moderate mental health problems to remain in work (retention of employment).

Direct beneficiaries of Better Workplace-Better Mental Health, therefore, are GPs, health care professionals, front-line workers e.g. social workers, key workers, development workers, and Doncaster businesses and their employees.

All activities are evaluated on an individual basis and collectively. These are presented within the Better Workplace-Better Mental Health Annual Reports, which are available on request.

**What has the impact been?**

Is there any evidence of impact? Has it made an improved difference? Have processes or patient experience improved? Have risks been reduced? Have cost savings been made?

The work of Better Workplace-Better Mental Health is measured in terms of 6 key outcomes. Evaluation data shows that these are being achieved through the projects activities:

1. Employers will have increased awareness and understanding of mental health difficulties in relation to employment
2. Employers will have an improved positive attitude towards recruiting and retaining people with mental health difficulties
3. Targeted workplaces promote mental wellbeing
4. People with mental health difficulties will retain/return to work
5. Employees in targeted organisations have improved mental wellbeing
6. Improved capacity of GP’s and Primary Care professionals to offer support to people with mental health problems returning to work

**Picture**
If possible please include a picture from the project with a caption.

The Project Managers and two Workplace Health Champions recently met with Anne Milton, Health Minister at DRI (Left to right) Laura Moody, Jane Jefferson, Anne Milton, Jo Rowling, Jane Cox

The Project’s summer ‘Chill Out, Don’t Burn Out’ Event taking place with Doncaster businesses

The Workplace Mental Wellbeing Toolkits (man and women sticks – same content): both come in a presentation wallet which explains who these are suitable for use by, contents and composition, and contact details for the Doncaster and Rotherham projects.
Contact details

Please fill in details of the main contact for the project. This information will be available with the case study for NHS staff to contact if they are interested in finding out more about the project.

Name: …Jane Jefferson / Laura Moody………………………
Job title: …Project Managers, Better Workplace-Better Mental Health………………………
Organisation: ……NHS Doncaster…………………………
Telephone: …01302 566377 / 566378…………………………
Email: …jane.jefferson@doncasterpct.nhs.uk…laura.moody@doncasterpct.nhs.uk……

I hereby give NHS Yorkshire and the Humber my permission to use the information I have provided for promotional purposes. This may be used for a variety of purposes, including SHA publications, website and other promotional material.

If you do not have an electronic signature please just type your name.

Signature:……Jane Jefferson…………………………………………
Printed name:……Jane Jefferson……………………………………
Organisation……NHS Doncaster……………………………………
Date:……19th November 2010…………………………………………

NB. Any publication of this material must include the Altogether Better and Big Lottery logos as below.

Please return to Sarah Baygot, NHS Y&H Communications Coordinator (Innovation and Improvement): sarah.baygot@yorksandhumber.nhs.uk