



## Healthier staff, higher quality care

### A pledge to work to improve the health and wellbeing of staff who work in healthcare

This shared statement comes out of a clear recognition of the importance of staff health and wellbeing to the quality of service and productivity required from healthcare organisations. It reinforces the commitment of the NHS Constitution to ensure that NHS staff are supported in their jobs, and acknowledges our responsibilities for employees' occupational health.

The statement takes up the challenges of the Public Health Responsibility Deal - to promote healthy lifestyles and to prevent ill health by assessing and controlling the risks to employee health, safety and wellbeing. It affirms our determination to tackle discrimination, especially the stigma associated with mental health conditions and it recognises the central importance of sustained staff engagement in these endeavours.

### The pledge

We will:

- foster a culture that promotes better physical and mental health and wellbeing for staff in all workplaces used by our organisation
- work to strengthen staff engagement both in and through these endeavours
- include measures of employee health and wellbeing within Key Performance Indicators and other performance monitoring systems within our organisation
- sign up to the relevant parts of the Public Health Responsibility Deal for our staff
- exploit the relationships we have with other NHS organisations, sharing expertise and experience in ways of safeguarding and improving staff health and wellbeing



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