

Network Member Cambridge University Hospital is currently developing an OHWB brand and a proactive, preventative approach

Occupational health services at Cambridge University Hospitals NHS Foundation Trust (CUH) are on a long-term journey to ensure services provide not just services at point of need, but also pre-empt staff needs in a proactive and preventative way. This underpins the way the whole service operates.

As part of their proactive, preventative approach, CUH OHWB team wanted to develop their interactions with their 11,500 staff population. An independent sub-brand 'Oh' was created to offer the health and wellbeing service through its own website and communications to support groups of workers with health and wellbeing initiatives and resources in a consistent way. The branding and how it is used has made a strong contribution to staff feeling cared about and trusting the OHWB services provided.

The OHWB team has tried a number of different approaches to support staff with MSK conditions in recent years. Having the aim of keeping staff well so they can continue to care for patients, a fast access physiotherapy service for staff was developed, regardless of whether they were injured at work or outside work. Demand has remained high for the service since it was inaugurated.

A pilot, which brought a liaison psychiatrist into the trust on a sessional basis to work alongside OH team members, combined with another pilot project instigated by the area's mental health trust gave rise to the current staff mental health service provision across Cambridge and Peterborough. The sessional liaison model and collaboration gave rise to a comprehensive staff mental health service commissioned by Cambridge and Peterborough ICS. There have been benefits seen in outcomes as a result of interventions and better, swifter support for staff with mental health needs.