

## BDH People Matter Working Party - Action Plan Summary

### *Towards a more integrated approach to supporting our staff at BDH*

#### **Our Goal**     **Raise awareness about the importance of healthy workplaces**

**Increase staff and leaders' awareness & understanding about individual and organisational responsibility for creating and maintaining a healthy workplace**

#### **How we intend to achieve it together**

- Provide information and resources regarding healthy workplaces. Identify champions and supporters from various levels and disciplines. Keep them engaged throughout the process, helping to guide the strategy and communicate it across BDH, engaging others as they go.
- Ensure staff are aware of their roles and responsibilities. Promote a culture of respect and inclusivity. Promote positive working relationships between all staff.
- Promote ongoing meaningful participation / 'buy-in'. Regularly re-assess whether our current approach is working or not working and ascertain why.
- Provide safe and open communication forums where staff can constructively express opinions and are open to new ideas.

#### **Our Goal**     **Address risks to staff health and well-being**

**Effective protective factors are in place to maximise staff and organisational resilience across BDH**

#### **How we intend to achieve it together**

- Ensure effective policies and processes are in place to maximise organisational justice.
- Review process for monitoring risks. Consult directly with staff to discuss and develop solutions to minimise risk.
- Ensure that change is managed in an inclusive manner with open and realistic communication.
- Skill-building: Promote team based interventions – employee participation and group support.
- Promote and facilitate early help- seeking

#### **Our Goal**     **Foster an anti-bullying culture**

**Zero-tolerance exists for bullying across BDH**

#### **How we intend to achieve it together**

- Review / improve policies, protocols and processes around workplace bullying, reinforcing a zero-tolerance approach.
- Create greater awareness of workplace bullying and inappropriate behaviours to break the cultural expectations that bullying is commonplace / acceptable.
- Conduct programs and activities that teach staff, including managers, how to identify workplace bullying and understand what constitutes appropriate or inappropriate behaviours.
- Communicate links between bullying/harassment, risks to mental health and patient / staff safety.

#### **Our Goal**     **Promote positive mental health and wellbeing**

**Staff are actively engaged in implementing the healthy workplace strategy across BDH**

#### **How we intend to achieve it together**

- Focus training and development of managers on positive, proactive leadership.
- Emphasise the meaningful aspects of work and the social benefits that the health service creates.
- Encourage staff to have a say in how the wider organisation is run by requesting their feedback and letting them know how their feedback is being used for improvement.
- Promote healthy eating, physical activity, non-smoking and alcohol/substance control.