

CEO pledge to improve employee mental health and wellbeing

Our pledge commits us as UK NHS ambulance service chief executive officers to continue to actively work to enhance the wellbeing of all our people by adopting and championing the strategic intent below whilst specifically implementing the three outlined #ProjectA commitments to improving employee mental health and wellbeing

Strategic intent aim: to pro-actively provide and strengthen effective leadership across ambulance services to significantly reduce the likelihood of psychological harm to staff due to workplace factors*

The 10 steps below provide a high-level framework to underpin this aim:

- 1. Promote** a positive mental health culture in the workplace through leadership, communication, policy and procedure, environment and work/job design
- 2. Reduce** stigma around mental health conditions and psychological stress in the workplace
- 3. Improve** the mental health literacy of the workforce
- 4. Develop** the capability of staff to interact with and help someone experiencing a mental health crisis, from identification through to return to work
- 5. Ensure** that an integrated approach to mental health and wellbeing is woven through the workplace and that leadership at all levels model behaviours and practices that promote a mentally healthy workplace culture
- 6. Share** examples of best-practice and effective initiatives between services
- 7. Collaborate** to ensure staff, during each phase of their career, have adequate self-awareness, knowledge and support in relation to managing their personal mental health and psychological stress triggers
- 8. Implement** systems that provide the service with early notification of potential psychological harm related risk
- 9. Collect, monitor and respond** to data that evaluates the mental health and wellbeing of the workforce and the possibility of psychological harm occurring
- 10. Seek** internal/external specialist expertise when necessary to achieve improved mental health and wellbeing outcomes for the workforce.

** strategic intent determined by the Global Paramedic Leadership Alliance for interpretation and implementation in a manner that best suits the strategic purpose, operational and legislative environment and culture of each organisation*



The commitments
below were identified
at the #ProjectA staff
wellbeing
collaborative in
March 2019:

- The introduction of a prevention strategy for ambulance services with regard to post traumatic stress disorder (PTSD) embedded in an evidence-based model
- Provision of appropriate ongoing 1:1 support at the organisational level (potentially utilising the RUOK model of Scottish Ambulance Service and London Ambulance Service)
- Establishing a virtual learning group of colleagues to explore potential for the introduction of Schwartz rounds nationally across all ambulance services for winter 2020

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This pledge renews the sector's commitment to fight stigma and make positive changes to improve mental health within the workplace, pledged by all services at the beginning of Mind's Blue Light programme (2015)

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