



# How we can help with looking after your people

NHS Midlands and Lancashire CSU (MLCSU) delivers tangible health and wellbeing initiatives aligned to the NHS People Plan, and we can support you to:



Develop and deliver a health and wellbeing strategy and implementation plan



Review and relaunch flexible / agile working arrangements



Undertake cultural reviews aligned to the NHS workforce plan to identify hot spots



Review services such as occupational health to deliver at scale and with maximum efficiency



Establish active and meaningful staff networks



Analyse staff survey themes.

## Why choose MLCSU?

- By the NHS for the NHS
- Leads, collaborates and offers skills transfer with colleagues
- Pulls in multidisciplinary teams such as business intelligence, workforce analytics, HR, organisational development and others
- Focused on efficiency and can support with impact assessment and business case development
- Dedicated to equality, diversity and inclusion (EDI) and proven results demonstrated through equality standards and improving diversity at all levels
- Consistently in the top quartile of the NHS Staff Survey results year on year
- Flexible engagement options and straightforward, rapid procurement and delivery.



### Case study: Health and wellbeing festival

Acknowledging the impact of COVID-19 MLCSU hosted a virtual wellbeing festival linked to the NHS People Promise for the entire workforce. There were over 750 attendees across 42 sessions during the weeklong festival. Feedback from attendees was overwhelmingly positive with an average score of 4.7 out of 5 in relation to the benefits to health and wellbeing, and 4.8 out of 5 for the experience of the festival.



### Case study: Introduction of staff networks

MLCSU has developed three staff networks: Ethically Diverse network; Disability Network; and LGBTQ+ Network. Membership is inclusive and open not only to staff who share that particular protected characteristic but also to allies. Led by a chair, vice-chair and an executive sponsor who provides input at the most senior levels of the organisation, the networks report into the EDI Subgroup of the Board. Key outcomes include the introduction of a diverse panel trained in critical challenge throughout the recruitment process for senior roles, a significant improvement in the representation of ethnically diverse staff at executive level and network members playing a key role in the recruitment process for our EDI Advisor to the Board.

## How we do it:

Working with a team of experts we bring a mix of skills and experience together to:



Undertake diagnostics of your current challenge and position



Analyse and draw insight from data on sickness, satisfaction and attrition, as well as Workforce Disability Equality Standard and NHS Workforce Race Equality Standard trends



Lead, collaborate and codesign solutions to your challenges, based on latest NHS guidance and best practice



Facilitate system-level discussions to maximise opportunities for collaboration and scaling of services where appropriate



Support and programme manage delivery, reporting through your governance structures.

**Enabling you to be outstanding through transformative people solutions.**

For more information on our products and services contact us today:

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