

Reference Number: FOIAH2324/439
From: Other
Date: 10 November 2023
Subject: Staff Health and Wellbeing

Q1 Do you have a Staff Health and Wellbeing Lead in your organisation?

A1 Yes

Q2 Do you have a Staff Wellbeing Team and what is the structure?

A2 We have a Staff Advice and Liaison Service (SALS) which sits under our Organisational Development team in Alder Hey and is clinically lead by our Associate Director of Organisational Development. The structure is: Clinical Lead (Consultant Clinical Psychologist) (0.5WTE), Clinical Psychologists (1.5WTE), Service Manager (1WTE), Administrator (1WTE).

Q3 Where does staff health and wellbeing sit within your organisation?

A3 Staff Health & Wellbeing sits within the People (HR/OD) Services, led by the Chief People Officer.

Q4 Do you have a Mental Health First Aid programme?

A4 We are currently piloting paid Wellbeing Champion roles (which we call SALS Pals) across the organisation. All of our SALS Pals are trained in a programme that we have developed internally but which is based on the principles of mental health/psychological first aid. Our SALS Pals are overseen and supervised by the Clinical Psychologists in SALS.

Q5 How many Mental Health First Aiders do you have?

A5 To date we have trained 86 SALS Pals, including our Practice Educators and our Professional Nurse Advocates.

Q6 How many Health and Wellbeing Champions do you have?

A6 86

Q7 Has staff health and wellbeing had financial investment since 2021?

A7 Yes

Q8 Does your organisation offer staff training? If so, what training do you offer?

A8 We offer a range of training relating to Health & Wellbeing across our organisation, including a full Supporting Mental Health in the Workplace training (available to all staff)

plus our bespoke mental health first aid training to our SALS Pals. Our SALS team provide bespoke training in resilience, moral distress, burnout, civility, psychological safety and a range of other topics on request to teams.