



Engage with colleagues in other organisations to ensure a consistent approach
Complete an audit - how many employees in the

properly informed about the individual's medical position. Utilise
Occupational Health and ask the right questions.

Shared Insights: The COVID-19 Pandemic - Workforce challenges for NHS Trusts

[Claire Parker](#) at NHS England and NHS Improvement has provided [this brochure](#) which sets out the various offers and details of how to access them. She outlined the work being done by them to support employees' health and wellbeing:

Telephone support line, access to a range of apps, counselling offers, coaching and online options, physical health initiatives

Seeking to achieve a culture where all staff feel looked after and able to talk about wellbeing

Commitment for every NHS colleague to have regular wellbeing conversations and plans to offer national training programme to upskill line managers to feel able to confidently approach this with colleagues

Plans to introduce health and wellbeing champions across every NHS organisation – someone to advocate health and wellbeing and actively signpost and promote wellbeing

Next steps – to refine the national offer so that the national programme is easy to access, and evidence based, continually use staff feedback to define the offer available. You can access that here [Supporting our NHS people](#).

[Carl May-Smith](#) explained that in relation to staff deaths during the pandemic, HSE are not completing routine investigations at present. If an HSE investigation has been undertaken it is likely a result of another prompt, such as whistleblowing by staff or a Coroner or the family requesting an investigation. If an HSE investigation is undertaken:

The HSE's main focus will be on compliance with national guidance. If you were required to depart from guidelines, it is important to provide evidence of why this was necessary and how the departure was risk assessed at that time.

Provide a single point of contact at your organisation for HSE investigations to ensure full co-operation and a managed process when disclosing evidence.

Shared Insights:

Nicola Evans explained that in the tragic cases where healthcare professionals have died of COVID-19, you should refer to the _____