SHARING BEST PRACTICE

SUPPORTING COLLEAGUES TO PERFORM AT THEIR BEST

Dr Emma C Wheatley

HOW DID WE KNOW THERE WAS A PROBLEM

- You can ask
  - Are you ok
  - Are you really ok
- Anonymised check-in at work
- National survey

How are you feeling today?

Explore NHS Employers' wellbeing toolkit, developed with the NHS to help staff open up about emotional wellbeing.

On the edge

We feel overwhelmed and out of control. We will find it hard to think through problems, often making rushed decisions and losing our patience.

Having a good day

Our motivation and energy feels easy to find. We are motivated and interested in what we are doing and have confidence we can cope with whatever gets thrown at us.

On go slow

We feel disengaged and struggle to find the energy to fulfil our responsibilities.

www.nhsemployers.org/how-are-you-feeling-nhs-toolkit
@NHSE_Wellbeing
#HowareyoufeelingNHS

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NHS Employers

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AT THE BEGINNING AND END OF EACH SHIFT

- Pots of red, yellow and blue counters.
- Chart showing what they meant.

- Pick up counter and drop into another pot.
- Showed high levels of red and blue – both before and after shifts

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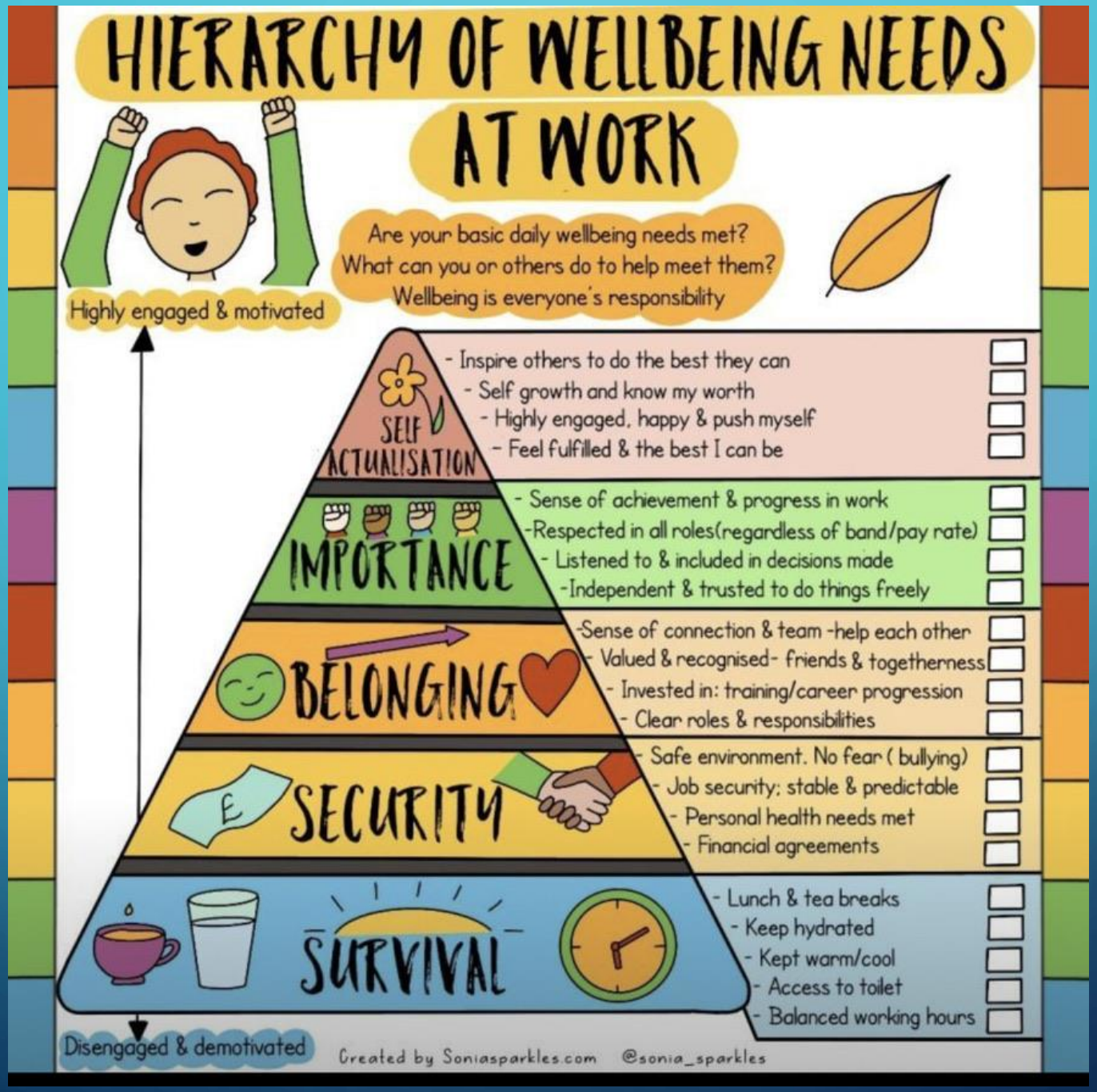
NATIONAL SURVEY OF CRITICAL CARE UNITS JULY-AUGUST 2021

- Rising pressures within the NHS
- Rates of huge anxiety and depression scoring - 46%
- Use of alcohol high
- 13.5% self harm and suicidal ideation
- 27% PTSD

SO WHAT NEXT

- Many staff do not want to admit they are struggling
- How do we reach them
- Teams need to feel valued
- And cared for

HIERARCHY OF NEEDS


HIERARCHY OF WELLBEING NEEDS AT WORK
Are your basic daily wellbeing needs met?
What can you or others do to help meet them?
Wellbeing is everyone's responsibility
Highly engaged & motivated
SELF ACTUALISATION
- Inspire others to do the best they can
- Self growth and know my worth
- Highly engaged, happy & push myself
- Feel fulfilled & the best I can be
IMPORTANCE
- Sense of achievement & progress in work
-Respected in all roles(regardless of band/pay rate)
- Listened to & included in decisions made
-Independent & trusted to do things freely
BELONGING
-Sense of connection & team -help each other
- Valued & recognised- friends & togetherness
- Invested in: training/career progression
- Clear roles & responsibilities
SECURITY
- Safe environment. No fear (bullying)
- Job security; stable & predictable
- Personal health needs met
- Financial agreements
SURVIVAL
- Lunch & tea breaks
- Keep hydrated
- Kept warm/cool
- Access to toilet
- Balanced working hours
Disengaged & demotivated
Created by Soniasparkles.com @sonia_sparkles

CHECK INS

- Are you ok - really
- Can we help
- Going home checklist

EDUCATION ABOUT WELLBEING.

- BOO coaching
- Sleep
- Exercise
- Food
- Community
- Family and relationships

SELF CARE

- Put your own oxygen mask on first

- Aim to encourage self care
- Mindfulness apps
- Walking outside
- Taking time out with friends and family

High energy

Stress

it's good to dip your toe in stress but it needs to be followed by renewal and micro-renewal to maintain performance

Performing

Negative energy

Positive energy

Burnout

Renewal

Low energy

HELPING STAFF FEEL VALUED

Breakfast and Supper Clubs

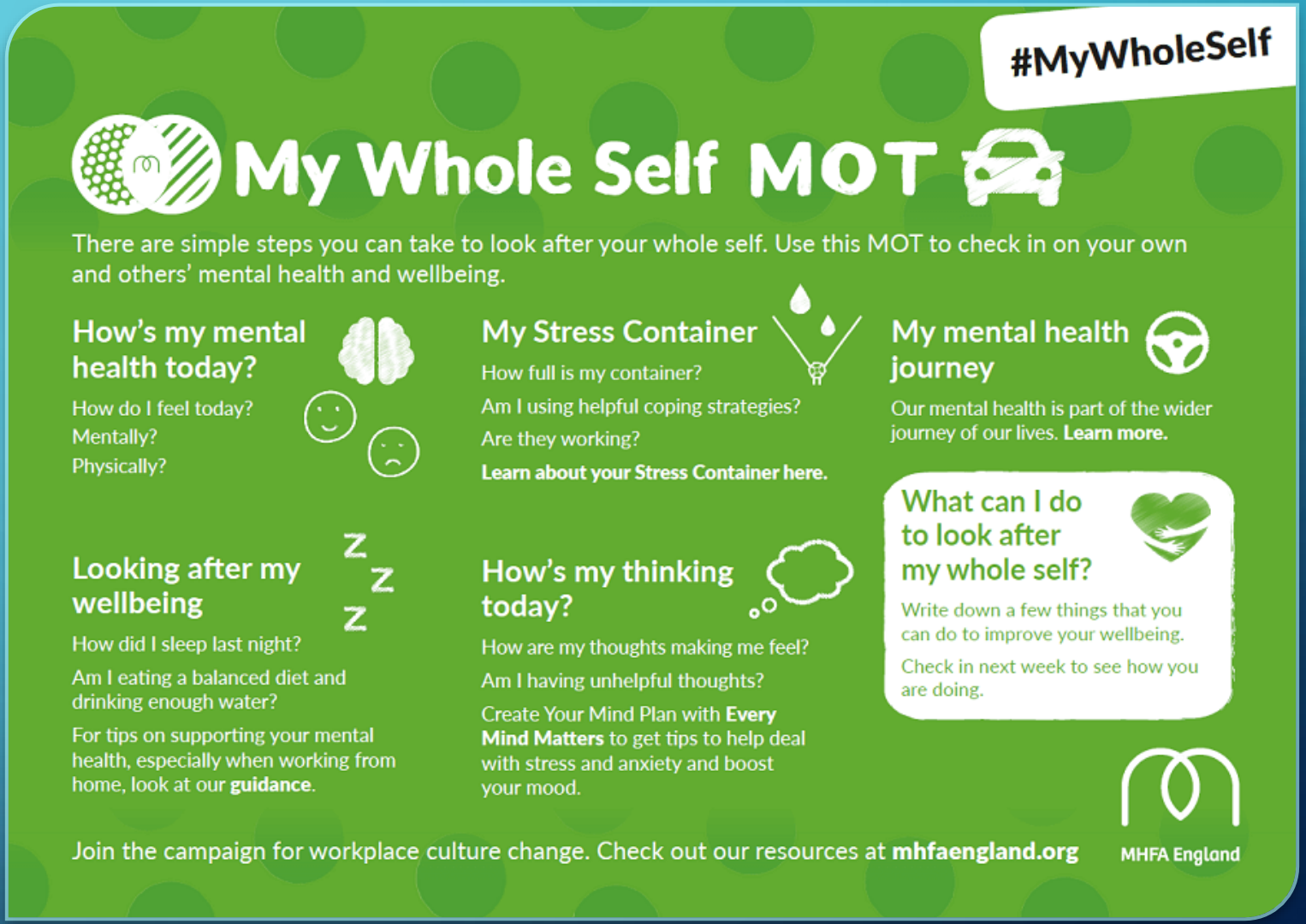
Monthly

SPACE FOR QUIET AND CALM

- Captain Tom monies
- Quiet room with resources for wellbeing.

MY WHOLE SELF

- How's my mental health today
- My stress container
- Looking after my wellbeing
- How's my thinking
- My mental health journey



PEER SUPPORT

- Trained Peer support team
- Members of the MDT
- Easily visible and approachable

- Peer supervision for those who offer peer support

MENTAL FIRST AIDERS

- A few staff are now trained
- Visible by green button badge
- Trained to recognize and sign post

PSYCHOLOGICAL SUPPORT

- Additional psychology input during and post pandemic
- Drop in sessions once a week
- Group and individual sessions.

GAINS TRIAL

GAINS
now recruiting for Phase 2
www.p1vital-gains.com
Intensive Care Society
"It doesn't take too much time out of the day and the emotional commitment involved is not exhausting"
"I think it's very practical and I don't have to talk about what actually happened"
"it's within your own home, or wherever you want to do it and you don't have to tell anybody"
"It was easy to use and not too stressful either. Very straightforward"

OUTSIDE WORK

Group walks

Team building exercises

GOALS

- It's ok not to be ok
- Ask for support
- Check in things are improving
- Alter support – according to needs of staff group

- Thank you for listening
- Any questions