

Workshop: Supporting Health and Wellbeing

1. Four key concepts which contribute to health and wellbeing?

Work-Life balance

Communication

Education and Training

Support

Support and development- opportunities, training, teamwork, appraisal, mentors, workshops

Job satisfaction- time fulfilment, progression

Flexibility- work/life balance, shift patterns, rotations

Mental Health-resilience, mindfulness, wellbeing, Care First

Physical health (PH)

2. Barriers to health and wellbeing?

Time

Staffing/union reps

Culture

Understanding

Targets

Funding (Support and development)

Lack of consistent mentor (Support and development)

Access to resources (Support and development)

Skill mix (Job satisfaction)

Work load (Job satisfaction)

Lack of knowledge in role (Job satisfaction)

Set shift patterns (Flexibility)

Favouritism (Flexibility)

Allocation of annual leave (Flexibility)

Exposing vulnerabilities (Mental health)

Lack of knowledge and support (Mental Health)

Stress/bullying (Mental Health)

Negative connotations with “resilience”

No time/breaks for good diet

Issues with skill mix between regular staff vs. temps- for safe staffing and time to care

Culture limits empowerment

Environment and culture

Lack of capacity for occupational health access

Reluctance to use Care First or EAP

Lack of promotion of service and what they can deliver- Care First/ EAP

Induction programme- not individualised and no consistency

Culture focuses on negatives-impacts valued staff

Quality and time of appraisal

Time/consistency for further development in job

Down time and good roster can be a barrier to each other

Needs of service; interpretation of flexible working (Work/Life balance)

3. How do we overcome these barriers?

Signposting to various health and wellbeing aids/resources:

- Health and wellbeing reps
- Mental health first aiders
- CareFirst

Team brief (10 min. huddle)-provide the bigger picture

Restorative supervision

Bulletins

Feedback to staff

Teamwork- respect; value

Validation

Appraisals, Mentors, workshops (Support/development)

Review of staffing template (Job satisfaction)

Recruit staff (Job satisfaction)

Time management (Job satisfaction)

Review of policies and procedures (Flexibility)

Equality (Flexibility)

Fair distribution within staff (Flexibility)

Develop a culture of caring (Mental Health)

Resilience (Mental Health/ Physical Health)

Adequate rest breaks (Mental Health/ Physical Health)

Good diet (Mental Health/ Physical Health)

Safe staffing to minimise stress/minimise injuries (Mental Health/Physical Health)

Empowerment

Access to occupational health (Support)

Care First/EAP (Support)

Induction programme (Support)

Valued (Job Satisfaction)

Time to care (Job satisfaction)

Empowerment (Job satisfaction)

Appraisal (Job satisfaction)

Development (Job satisfaction)

Down time (Work/Life balance)

Good roster (Work/Life balance)- connected with down time

Flexible working (Work/Life balance)

