

Yorkshire and the Humber IAPT Providers' Network 02.05.18

Table Top Discussions

Summary Feedback from Wellbeing Discussion

Key Points:

1. What are you doing to support wellbeing in your services?

- Have half day time outs both for professional groups and for reflection
- Have a wellbeing initiative, wellbeing days and provide support via wellbeing champions
- Wellbeing initiatives include having wellbeing notice boards, including wellbeing in supervision contracts, getting staff to connect via book clubs and embracing a change in culture.
- Start every Clinical Skills session with a wellbeing activity.
- Have team managers available to talk or answer questions about wellbeing.
- Have a wellbeing suggestion box.
- Acknowledge challenge and share best practice to overcome this and increase resilience.
- All staff offered the opportunity to attend an 8 week MBCT course, which received over 50% attendance.
- Offer staff the opportunity to have MBCT and also attend MBCT retreats.
- Wellbeing champions in the service, meet regularly with weekly tasks to help wellbeing, organise team lunches, have wellbeing activities, have a wellbeing box containing stress balls etc.
- Organise for a quarterly fruit box to be available for staff.
- Have external trainers attend the service to provide training on wellbeing and resilience.
- Promote looking after self.
- Celebrate good news.
- Undertake observations of the staff environment and then make positive changes to this.
- Have a staff mindfulness course.

2. How do you manage your own wellbeing as managers and senior clinicians?

- At the start of each leadership meeting conduct a wellbeing activity such as sharing a positive message and making a wellbeing pledge.
- Have an acceptance of business but respond to it in a positive way.
- Make the time to speak to people and really engage with them.
- Place emphasis on emotional intelligence.
- Check in with self, make priority lists and positivity lists.

- Lead by example by recognising and monitoring own wellbeing.
- Senior Clinicians lead meetings providing supervision of supervision.

3. How do you support the wellbeing of your staff?

- There are structures in place to support wellbeing.
- There is a lot of communication around where staff can access wellbeing support.
- Introduced flexible working.
- Based staff in clinics close to home.
- Encourage staff to leave work at work, particularly if stress is an issue.
- Circulate an internal IAPT communication newsletter.
- Recognise and address isolation issues.

4. What could the Network do to support you?

- Continue to share ideas and best practice.
- Communicate ideas.
- Have a manifesto/consensus statement to appreciate that wellbeing is something we are interested in and that there is a commitment to continue to monitor and support this.
- Develop a Clinical Network motto around wellbeing to accompany the manifesto/consensus statement.
- Provide more CPD/Training events.
- Continue to share practice and learning on wellbeing initiatives.