

Table Top Discussions on Wellbeing

Feedback

1. What are services currently doing to promote wellbeing?

Feedback:

- Good news / positive mention in meetings
- Recognition (however usually via email and following lots of negative emails)
- Team leaders promoting staff to come forward when stressed
- Staff arranging get together's
- Introductions of senior PWP's
- Fancy dress at team meeting
- Bring and share lunch
- Wellbeing away day
- CPD event on wellbeing
- Informal peer support
- Clinical lead on RA day
- E-Bulletin
- Reduce isolation
- Appropriate use of supervision – Case management / Clinical
- Email support
- Fun Thursday

- **Voluntary Sector**
 - Forward thinking investment
 - Training / CPD
 - Wellbeing days
 - 'Work hard / play hard
 - Trust freedom
 - Proper inductions
 - Come in pyjamas
 - How can speak to a manager
 - Opportunities – Provide development role – Senior PWP's, CBT, Trainees
 - Staff are the priority
 - Staff access therapy if increased access and recognise needing it

- **Social Enterprise**
 - 'Bake offs / Food drinks, quizzes
 - Turn clinic room into staff room

- **Barnsley**
 - Research to start with
 - Emotional wellbeing / job satisfaction / skills based
 - Questionnaire devised to PEP's to complete – Baseline
 - Evaluating current workload – trying to reduce
 - Stressors of administrative tasks / develop clinical skills

- **Rotherham**
 - Monthly 1:1's Holistic approach
 - Encourage flexible working – Home / Telephone
 - Recognising personal difficulties – trying to problem solve these
 - When allocating clinics – consider logistics such as travelling / childcare ' to make life easier'

- **Sheffield**
 - In clinical supervision / PWP forums
 - Try to focus on wellbeing such as mindfulness, yoga, craft, team guidance, relaxation, CPD
 - Supervision sessions for seniors within meeting
 - Supervision of supervision
 - Away day – half of the day dedicated to wellbeing for the whole team

2. What could Senior PWP's do to promote wellbeing around the following areas highlighted in the wellbeing survey: Managing complexity, Influence in decisions, Looking after own wellbeing and Career development and opportunity?

Feedback:

- Senior PWP's attending management meetings / CCG
- Networking with secondary care
- Promoting the importance / delivering masterclasses
- Discussion of wellbeing in clinical supervision
- Take concerns of PWP's to management – give them a voice
- Wellbeing champion in teams
- Reduced isolation
- Feedback to PWP's
- Consider how to further invest in PWP's
- Role modelling
- Use PWP skills – BA / positive logs
- Encourage staff to do what they need to do to manage their stress
- Creating an induction package when role first starts to target complexity / looking after own wellbeing
- Use group clinical supervision to discuss staff feedback on burnout
- Devise questionnaire / interview for PWP's to identify areas of CPD that they are keen to access – Required to meet the ever changing demands of the role