

Mobilisation to support staff wellbeing

**Workforce Wellbeing Champions Network –
11 June 2020**

DRAFT FOR DISCUSSION

Vision

Staff wellbeing is a central part of the culture of organisations. Everyone in the health and social care workforce will know how to connect with local resources and, if required, be empowered to access more specialist support and intervention, in order to enable a flourishing and supported health and social care workforce through COVID-19 and beyond.

Strategic priorities

- To identify person-centred narrative, based on a recognition that health and social care workforce wellbeing requires:
 - practical support
 - evidence based advice, treatment and intervention as required
 - a tiered model encompassing psychosocial support, signposting and mental health interventions
 - a leadership culture which promotes staff wellbeing
- To ensure that opportunities are taken through the Covid-19 response to develop an understanding of the wellbeing needs of the health and social care workforce to inform long-term work in this area.
- To establish and support a network of Workforce Wellbeing Champions across NHS, Local Authority and care providers.

Principles

- Local staff support services should be developed and enhanced over the Covid-19 response.
- National action should complement and 'add value' to local services.
- There should be collaboration, mutual aid and sharing of services across health and social care.
- SG decisions on required actions should be informed by work already undertaken within the delivery system and continuous feedback on impact and needs of workforce; doing with staff and not to them.
- All reasonable efforts should be made to use preventive and proactive strategies as part of organisational culture.
- Accessibility to specialist services by all staff groups across health and social care, recognising sector specific needs.
- In line with the National Performance Framework, dignity, kindness and compassion is at the centre of our work.

Stepped care response

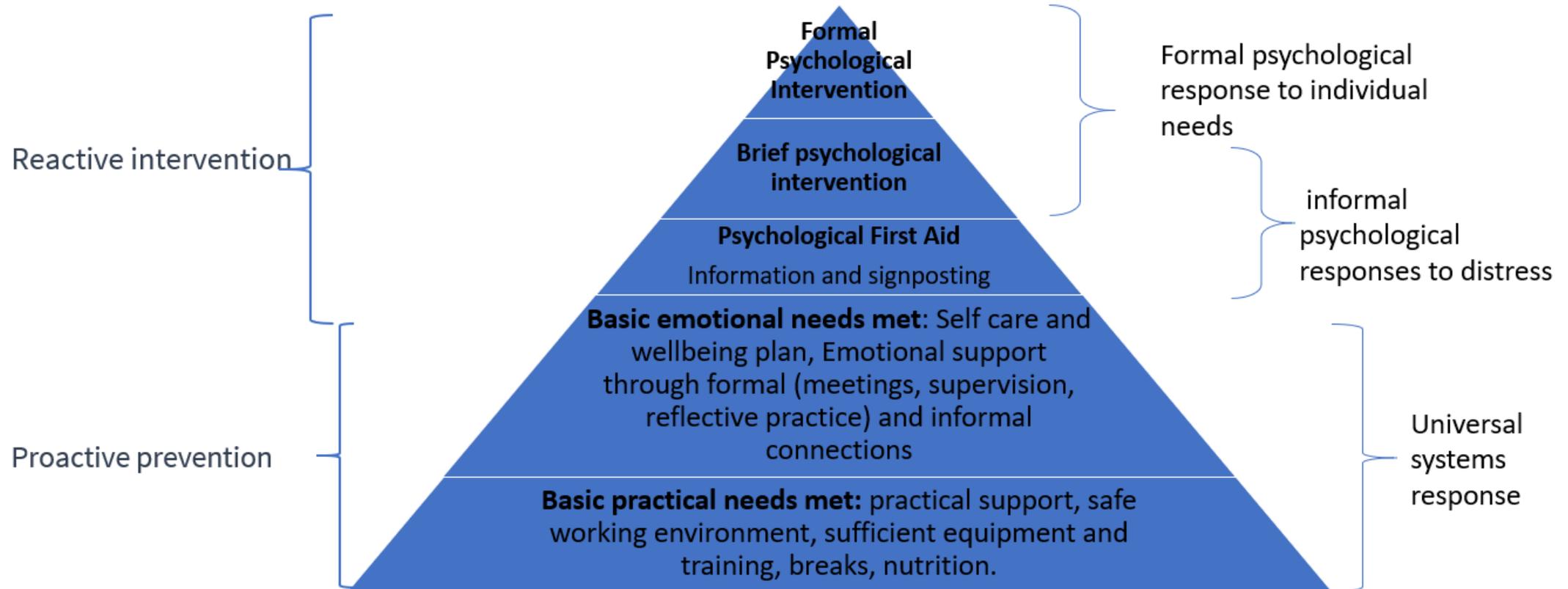


Figure 1: Provision of a stepped care response staff wellbeing in the pandemic, NHS Education for Scotland (NES) Psychology Directorate

Covid-19 mobilisation plans until end-July – SG letter of 14 May

To NHS Chief Executives, cc. Chief Officers, Chief Executives of Local Authorities and COSLA

- The plans should include current arrangements in place to support staff mental health and wellbeing and how/if these will require to be changed/developed to ensure that staff are supported throughout the next phase.
- The pressure on many of your staff will remain unprecedented; Boards will need to continue to offer enhanced and active support to ensure their wellbeing and safety.

Overview of plans

- A range of support services has been established at local level, including staff wellbeing 'hubs', common rooms / rest areas, helplines and listening services, links with Occupational Health and Chaplaincy services, peer support, leadership development / coaching initiatives, mental health guidance and digital offerings.
- Many of the territorial Boards' wellbeing offerings are being extended to the social care workforce in their areas.
- Some plans highlight very innovative approaches to staff wellbeing.
- Many plans refer to the need to evaluate and sustain staff wellbeing services over the next phase of mobilisation and beyond.
- Some plans highlight the need for specialist, high intensity input, which will be required for some staff over the coming months.

Questions for champions

- How do we know what has worked well in terms of staff wellbeing support over the Covid response?
- What are the key components of an effective staff wellbeing offering that we need to retain beyond Covid?

Proposal: establish a Champions task group to develop these issues and report back to the wider forum in 4 weeks' time. Chair? Membership?