



STAFF WELLBEING TOOLS AND RESOURCES

COVID-19 has resulted in healthcare staff worldwide experiencing unprecedented working environments often impacting negatively on levels of anxiety and stress. To help support and improve staff safety and wellbeing, a number of tools and resources have been developed by different teams to ensure their colleagues are kept well.

This document provides an overview of a variety of innovations that Healthcare Improvement Scotland (HIS) have captured from the system and other organisations to help support staff.

STAYING WELL BOOKLET - NHS GGC

Developed by Occupational Therapists (OT) in NHS Greater Glasgow and Clyde (NHS GGC), the booklet covers a number of activities and simple exercises for staff to do at home. These range from a 'going home checklist' and 'basic breath awareness meditation' guide to self-help guides for unsettled sleep.



HERE FOR YOU - NHS Lothian

A staff wellbeing helpline with experienced clinicians has been created to offer support for staff feeling worried, anxious or stressed.

The service also provides practical advice on matters such as financial advice or information on supporting an elderly or vulnerable relative.



For other examples of new helplines and staff services check out NHS GGC's psychological first aid for staff and NHS Grampian's wellbeing centre.

CHECK IN, CHECK THROUGH AND CHECK OUT - NHS LOUISA JORDAN

To ensure staff are able to support one another throughout their shifts, a simple and effective three step process was developed:

1. Staff have shift buddies who 'check in' and ask each other how they really feel before they start work
2. During their shift they meet up and 'check through' to make sure they are OK and share issues and challenges
3. End of shift, the staff 'check out' and make sure they are both OK or require further support and assistance.

To hear more click here.

EMOTIONAL WELLBEING TOOLKIT

Developed by NHS Employers the toolkit comprises of resources for NHS staff and teams.

The toolkit includes resources such as:

- Wellbeing conversation guides to encourage and guide peer support
- Checklists for staff to consider how they are coping
- A series of visual measures designed for managers and team leaders to conduct a dip test of staff current level of emotional health

The full toolkit is available [here](#).

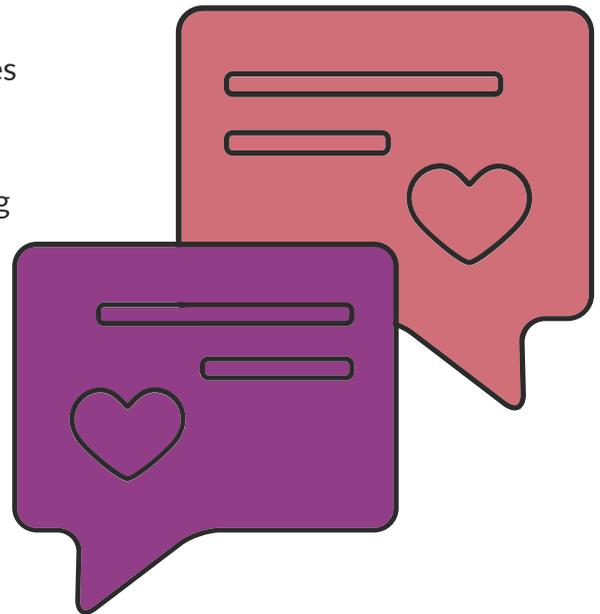
PSYCHOSOCIAL MENTAL HEALTH AND WELLBEING SUPPORT

- NHS EDUCATION FOR SCOTLAND

NHS Education for Scotland (NES) have created key resources to help staff and management ensure both themselves and their colleagues are well and safe. The resources cover three key topics (listed below) and are designed for self-led learning to ensure accessibility for all staff.

The resources cover:

- Taking care of myself (resources and information to improve your own well-being)
- Taking care of other people (helping staff support the mental health and well-being of their teams)
- Taking care of your staff (resources to help managers support the wellbeing of staff)



For further guidance on how to be a compassionate leader during crisis and to gain confidence in having supportive wellbeing conversations with your colleagues, visit <https://people.nhs.uk/>

There are a number of guides for managers and training session available to help teams manage their safety and wellbeing whilst looking after others

CREATIVELY BOOSTING STAFF MORALE

During COVID-19 HIS saw a number of fun ways teams made each other smile, here are a few suggestions!

Positivi-tree - NHS Grampian
Teams have created an interactive and engaging positiv-tree on a ward wall for all staff to post positive messages, quotes and pictures

Weekly well-being measure - Camden & Islington NHS Foundation Trust

To anonymously capture staff well-being the QI team have created a wellbeing station asking staff 'over the last week, how was your experience at work?' Staff then rate their week. Live data collection!

You've been mugged - NHS Dumfries and Galloway
Make a team member smile by anonymously leaving a mug filled with goodies - usually treats and a note.