**NES AHP Contribution to Public Health**

Meeting with Laura Henderson, Workplace Programme Manager, NHS Tayside

24 February 2022

**Laura’s role**

Laura is the Workplace Programme Manager with Public Health and her background is as a Health Promotion Officer. She has a very small team and their remit is to work across all workplaces in Tayside to encourage workplaces to adopt good practice in relation to staff health and well being. This includes things like the environment, the policies and practices that they put in place to enable staff to look after their health and wellbeing while at work and enabling staff them to get the most out of work in terms of the benefits of good work for health and wellbeing. Because they are NHS Tayside based, they do provide more direct support to NHS Tayside staff but they do have a remit for all employers in Tayside. Over the COVID-19 pandemic, a large amount of their work has been directed towards the health and social care workforce because of the particular challenges that they faced at this time.

**Staff Wellbeing Champions**

The team was responsible for establishing the Staff Wellbeing Champions Programme. Staff Wellbeing Champions are identified members of staff who can support wellbeing and resilience within their teams by encouraging discussions on mental wellbeing and connecting colleagues to relevant support. The role also involves promoting and implementing approved wellbeing activities. NHS Tayside aspires to have Staff Wellbeing Champions embedded in every department and team across the organisation.

Over 250 Staff Wellbeing Champions have been trained in NHS Tayside, including some Allied Health Professionals. The team have been really impressed by the uptake, the enthusiasm and the willingness of the members of staff who have come forward. A team has been set up on Microsoft Teams, which all the people who have trained to be Staff Wellbeing Champions are put onto. Resources are put on there that they can access, but staff also use it to share what they are doing and creating e.g. well-being walls or trees that are used to show appreciation for colleagues.

Training for Staff Wellbeing Champions was devised in-house and has been refined a lot since it was first delivered. It is a two-hour workshop and there is also a [short video](https://www.youtube.com/watch?v=fpkJHK75FME) of a colleague discussing what we mean by wellbeing to make sure that everybody has a shared understanding of what we're talking about and to be clear that it is not about mental health or mental ill health. It is about the different dimensions of wellbeing. The training is delivered as on interactive online session, which includes what might be some of the signs that somebody may be struggling, work around listening skills, what might be a good way to respond if you are concerned about somebody and the wellbeing supports available in NHS Tayside so that people are clear about what is there and how they access it and what to expect if somebody goes along.

They also cover attending to their own wellbeing to make sure that they are thinking about that. There is a passport, which is given to everybody who attends the training, which highlights the role of a Staff Wellbeing Champion. They spend a bit of time looking at what the role is and what the expectation is and they talk about confidentiality. They have breakout rooms as well where initially the participants talk about what they do for their own wellbeing and then later where they discuss how they plan to take forward the role within their team because it is all based on the premise that people know themselves what things are likely to work best in their settings. The team could do something top down, but it might not be applicable everywhere and the nice thing about the programme is it more of a grassroots level. A lot of it has been devised and implemented by people in teams that have got ideas or particular passions and they know what would work in what settings; whether it is having wellbeing as an item on their staff meeting or whether it is how they are going to get those conversations going within their own team or department.

The Staff Wellbeing Champions have an ongoing offer of support through the Wellbeing Service if they are concerned about somebody and they are not sure if they said the right thing or if it has left them feeling a bit unsure, they can contact the Wellbeing Service for a confidential debrief.

There is no formal reporting requirement but they plan to devise a survey that goes out to all the Staff Wellbeing Champions every six months as they need to be able to demonstrate that the programme is making a difference and capture what people are doing.

The team has mapped where they all the Staff Wellbeing Champions are just now and are not planning any more initial training for the next few months because the programme is over and above their usual work. Therefore the initial training has been put on hold for a while but when more dates are organised, they will be thinking about where there are gaps and prioritising teams that don’t have Wellbeing Champions.

**Further input**

Laura consented to being contacted again for further involvement in this work if appropriate laura.henderson@nhs.scot

**Sheila Wilson**

**30 March 2022**