



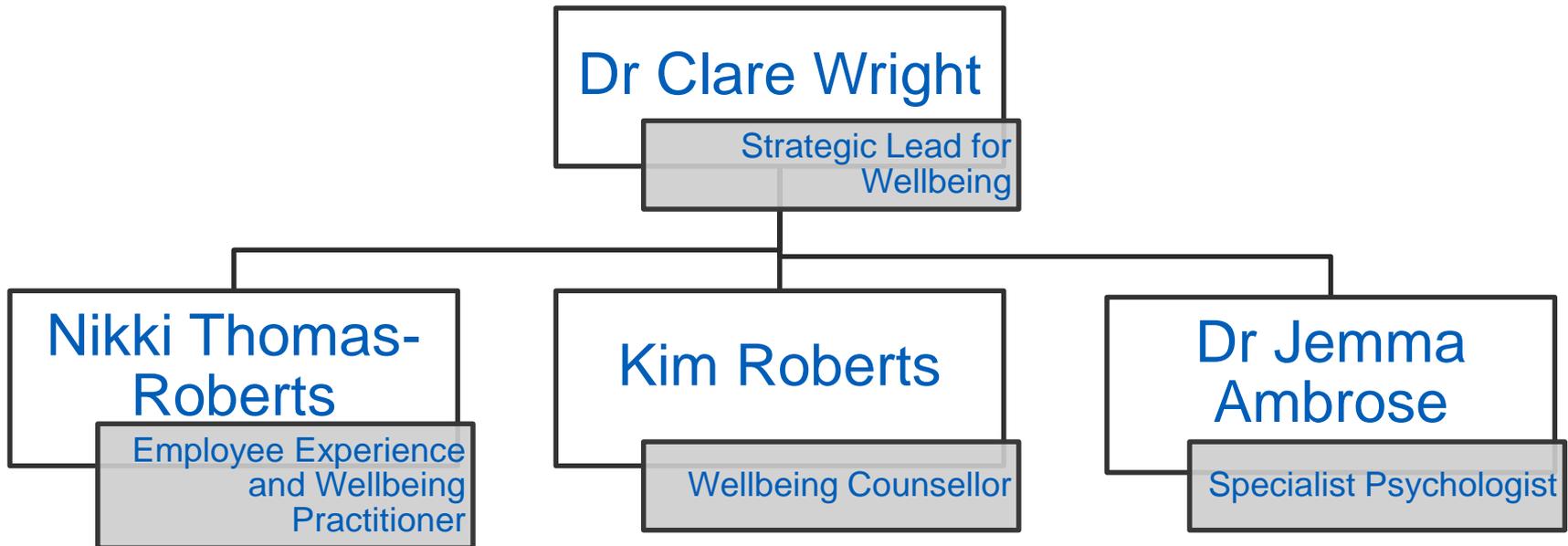
Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board

cwmtafmorgannwg.wales

Employee Wellbeing & Experience

Michelle Hurley-Tyers (Assistant Director for Employee Experience and Wellbeing)
Dr Clare Wright (Strategic Lead for Wellbeing & Employee Experience)

Meet the Wellbeing Team





General Wellbeing Provision

How might I be feeling?

What might help me?

I feel well and want to stay emotionally healthy

- Recharge Rooms
- Mindfulness one off sessions accessed via Kelly.lacey@wales.nhs.uk or telephone 01443 443443 ext. 74083
- Wellbeing Blogs at cwmtafmorgannwg.wales/staffwellbeing
- Wellbeing self-care workshops accessed via Clare.Wright@wales.nhs.uk

I am beginning to struggle with my emotional wellbeing

- Self-help workbooks and resources at www.vivup.co.uk
- 24/7 Vivup telephone helpline – 03303 800 658
- Free on-line resources on cwmtafmorgannwg.wales/staffwellbeing
- Reading Well self-help books via CTM Library service and public libraries
- Self-care following Trauma webinar accessed via Kelly.lacey@wales.nhs.uk or telephone 01443 443443 ext. 74083

I am struggling with my emotional wellbeing

- Self-referral / Manager referral to Vivup Counselling service. Access via www.vivup.co.uk or 03303 800 658
- Mindfulness based living course – Self-referral via Kelly.lacey@wales.nhs.uk or telephone 01443 443443 ext. 74083
- For Psychological Trauma – Health for Health Professions Wales helpline (9am - 5pm, Monday to Friday) - telephone: 0800 058 2738
Visit www.hhpwales.co.uk for more information

I am really struggling with my emotional wellbeing

- Speak to your GP

How am I doing?

I've been exposed to some difficult things but I am okay.

I am beginning to struggle with the difficult things I've been exposed to e.g. memories, poor sleep

I am struggling with the difficult things I've been exposed to e.g. memories, poor sleep, flashbacks, changes in mood, avoidance

I am really struggling with the difficult things I've been exposed to

What might help me?

Step 1 Self Care / Staff Care

- Supporting People who have experienced traumatic events – guidance for managers
<https://cwmtafmorgannwg.wales/wp-content/uploads/2020/06/Supporting-people-who-have-experienced-traumatic-events-reduced.pdf>
- Wellbeing self-care workshops accessed via Clare.Wright@wales.nhs.uk

Step 2 Self Care

- Vivup 24/7 telephone helpline – 03303 800 658 and online resources at www.vivup.co.uk
- Webinars on self-care following Trauma – provided by AMH services, accessed via Kelly.lacey@wales.nhs.uk or telephone 01443 443443 ext. 74083
- Self-referral to Health for Health Professionals Wales (www.hhpwales.co.uk). Helpline (9am - 5pm, Monday to Friday) - telephone: 0800 058 2738 who can provide
 - Self Help
 - Guided Self Help
 - Library resources
 - Free on-line apps

Step 3 Early Intervention

- Vivup counselling service for those with mild symptoms. Access via www.vivup.co.uk or 03303 800658
- STAR support, watchful waiting and signposting. (One pilot currently live in RGH ED department. Second pilot in Bridgend Community service due to launch Oct 2020.)

Step 4 Specialist Intervention

- Self-referral / Manager Referral to Health for Health Professionals Wales (www.hhpwales.co.uk). Helpline (9am - 5pm, Monday to Friday) - telephone: 0800 058 2738. They also provide
 - Peer support groups
 - EMDR and Trauma Focussed via virtual face to face sessions

Promoting Employee Wellbeing

- Developing a “You Said, We Did” info-graphic to show how we have used staff feedback to develop the Wellbeing provision
- Implementation of Anxiety Management and Rest, Recharge Reconnect courses following the June 2020 Wellbeing Survey
- Repeating this survey from 5th October to find out how staff are and what more we could offer to support them
- Update of Staff Wellbeing pages on Sharepoint and the internet.

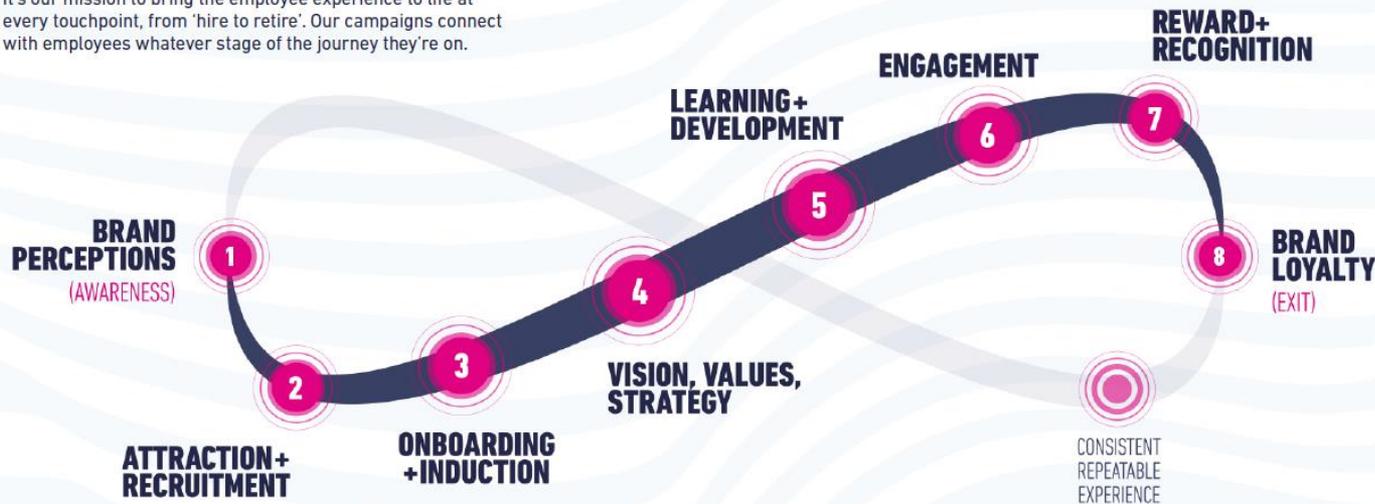
Promoting Employee Wellbeing

- Developing a video explaining the Wellbeing provision and how to access it which can be used at induction but also be available on Sharepoint and the Staff wellbeing internet portal
- Training around Wellbeing to be included in Leadership and Management Development Programmes.
- Working with WOD colleagues to introduce Wellbeing Action Planning.
- Support and Consultation available to managers where there are Wellbeing concerns either on a individual or service level

Employee Experience – Making CTMUHB a great place to work

PEOPLE EXPERIENCE IS EVERYTHING

It's our mission to bring the employee experience to life at every touchpoint, from 'hire to retire'. Our campaigns connect with employees whatever stage of the journey they're on.



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Employee Experience – Making CTMUHB a Great Place to work

Progress so far

- On boarding – 1,800 staff who joined or started a different role within CTM between August 2019 to Sept 2010 have been sent a survey to identify what we do well and where we need to improve. An activity group is in place to implement the findings.
- Moving on – work was halted due to Covid but a new lead for this work has been identified and plans are in place to pick this work back up.
- Employee Experience Steering group met on 14th October 2020 where the Terms of Reference for this work were updated.



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