CTM 2030
Ein Hiechyd
Ein Dyfodol
DATBLYGU CYMUNEDAU
IACHACH GYDA'N GILYDD

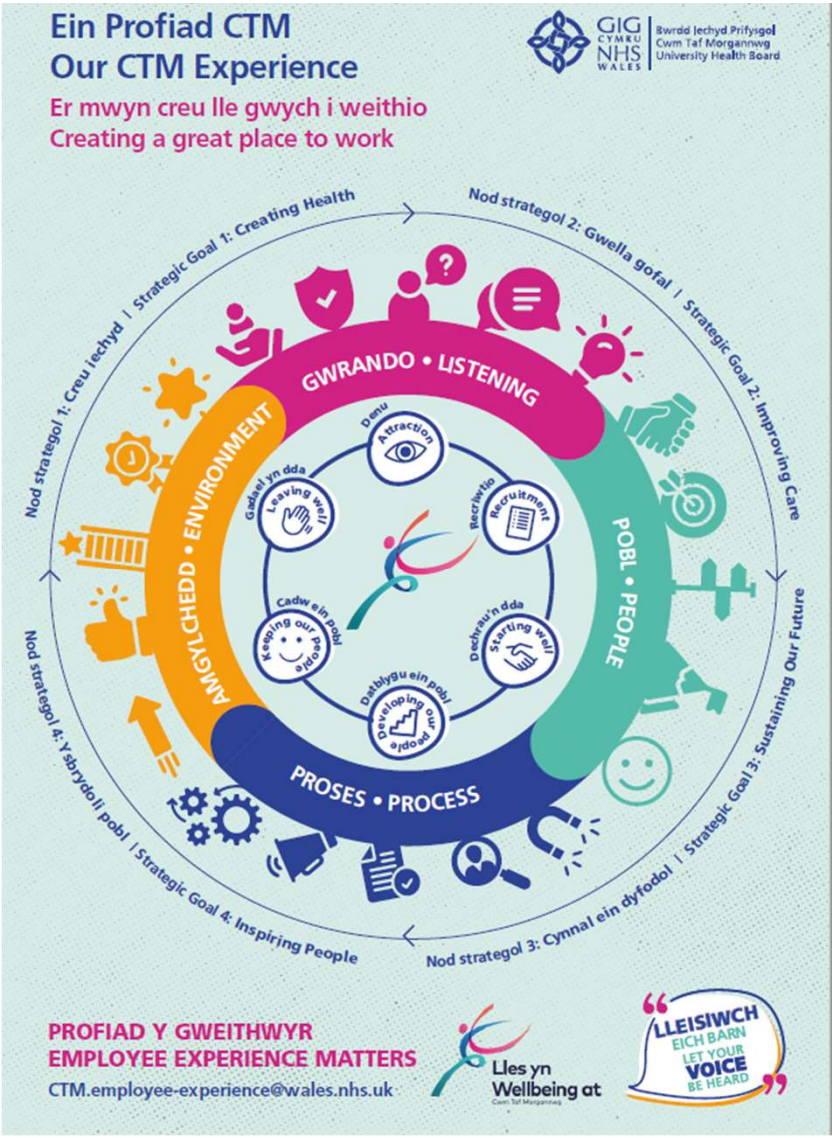
CTM 2030
Our Health
Our Future
BUILDING HEALTHIER
COMMUNITIES TOGETHER

People & Culture Committee

Employee Experience

Progress on Priority Areas

- Hydration
- Physical Wellbeing
- Healthy Food choices
- Recruitment



Hydration

- Secured senior sponsorship of hydration by Director and Deputy Nurse Director
- Employee Experience (EEX) team to lead an audit on wards and their ability to access water across the DGH sites during August 2022
- Details of audit will be analysed and reported to Director and Deputy Nurse Director and the Water Safety Committee for solutions and action to be taken
- Confirmation from Infection Protection and Control that they support staff to keep closed water bottles with labels in clinical areas.
- ✓ Confirmation from Chair of Water Safety Committee that the current way to raise a water safety issues is to email the Estates helpdesk. We have put a process in place which will help identify issues and a process for solution through the committee.
- ✓ Social Media posts about importance of hydration to confirm the Health Boards support to staff hydration

Physical Wellbeing

- ✓ Wellbeing service provides:-
  - Healthy Lifestyles 10 week course,
  - Sleeping Well Workshop
  - Permission to Pause (Menopause management).
- ✓ Scoping what is available in our local area for our staff by August 2022
- ✓ Creation of A-Z of physical activities in the local area for publication in September/October 2022
- ✓ Identify and share local walks and park runs through social media and the communications updates monthly
- ✓ Develop buddies who will link with others to support attendance at new activities
- ✓ Scoping a project with Alacrity to develop a team challenge app to increase activity levels via a "Round the World" challenge which directly links physical exercise with emotional wellbeing data.

Healthy Food options

- **1. Fruit and Veg stall pilot** – Royal Glamorgan Hospital site agreed and Cabin structure in situ
- Target Launch date September 2022 (subject to the resolve of a number of outstanding challenges)
- **2. Understand Catering Service Provision to include accessibility and opening hours**
- Identified discrepancies in opening times working with Facilities and Catering to cost additional opening hours
- Collaborating with Facilities to review food availability outside canteen opening hours including vending machines
- **3. Healthy Food options available from staff catering facilities within Health Board sites (Supporting Population Health Agenda)**
- Evidence based research was conducted on key components of healthy food environments
- Procurement review was undertaken against identified key components
- In collaboration with catering, review current practice in line with key components of the Healthy Food Environments with the aim to develop improvements.

Recruitment

- ✓ Introduction of the All Wales Occupational Health self declaration form from 4th July 22. It is proposed that 80% of new recruits will be issued self-declarations therefore reducing the time taken from interview to start date.
- ✓ Removal of unconditional and conditional offer letter and replace with one offer letter with proposed start date (subject to employment checks) included to be implemented from September 2022 therefore saving minimum 4 weeks (candidate notice period)
- ✓ In the Employee Experience and Wellbeing Roadshows planned for 12th September to 10th October 2022, NHS Wales Shared Services Partnership (NWSSP) Recruitment are partnering to educate staff on the changes to the recruitment process and support staff to use the system appropriately
- ✓ NWSSP Recruitment will be running 'Time to hire' interactive recruitment workshops across the Health Board suitable for new and more experienced managers from September to enhance the knowledge of managers on how to best recruit staff.
- ✓ Following on from the NWSSP workshops provide a recruitment process map with guiding principles to help educate and support managers to navigate the process at Cwm Taf Morgannwg.
- ✓ New ID software Verification Process will be implemented from September 2022 for recruitment checks saving approx. 5 days measured against current process of offer letter to ID check attended which is an average 9.7 days

Other updates

- Partnering with the Communications team to build continuous communications around 'You said, we did' to build gain trust that we are listening and taking action
- Moving on questionnaire and process – recommendations presented to People Directorate Senior Management Team in September 2022
- Teams Fatigue poster – to provide self help guidance to managers on how to best avoid fatigue due to constant Teams meetings shared week commencing 18th July 2022
- Reinvention of the values thank you cards linked to recognition – helping staff embed the values by creating an 'Attitude of Gratitude' by end of July 2022

Employee Wellbeing Service Update

- New Website launched June 2022 https://ctmuhb.nhs.wales/staff/
- Men's Wellbeing@CTM launched June 2022 Wellbeing - Mens Wellbeing@CTM
- Financial Wellbeing Care Pathway launched July 2022

Upcoming events

- Financial Wellbeing Care Pathway made available on website.
- Annual Wellbeing Survey to be launched 12th September – 10th October 2022 to coincide with next round of roadshows.

Virtual Reality (VR) Headsets at CTMUHB Featured by BBC Wales

VR headsets help stressed NHS staff escape reality

[VR Headsets Help NHS Staff Escape Stress Article - 15th June 2022]

113
VR headsets borrowed to date

Click to View Episode
Go to: 23:40 minutes

- Research project launched April 2022 to evaluate the impact of use of VR technology on levels of Depression, Anxiety and Stress, Insomnia and Professional Quality of Life in staff

Submission Title
"Creating a Wellbeing Service and Mobilising a Wellbeing Movement During a Global Pandemic."

Thank you for listening

Also find us on Find us on: facebook / Follow us on twitter @CTMWellExp