

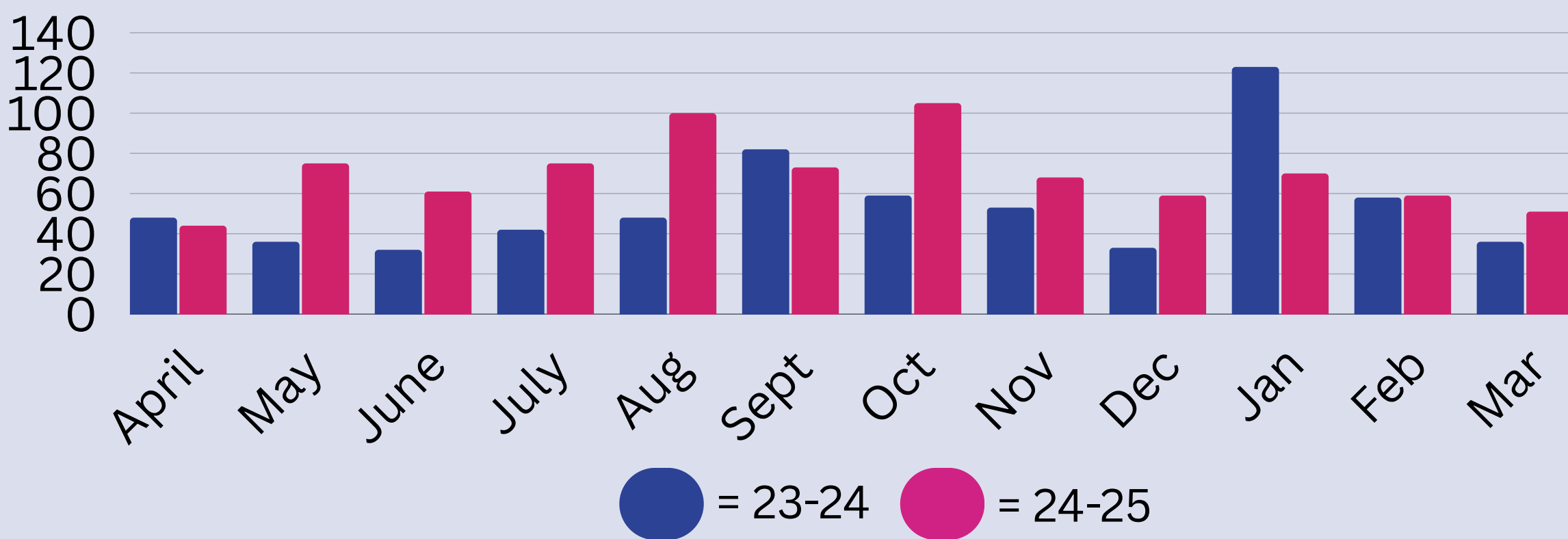


Wellbeing Initiatives

April 2024 to March 2025

Referral Rates & Insights

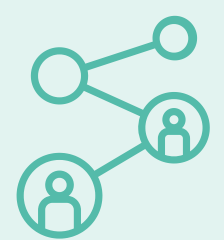
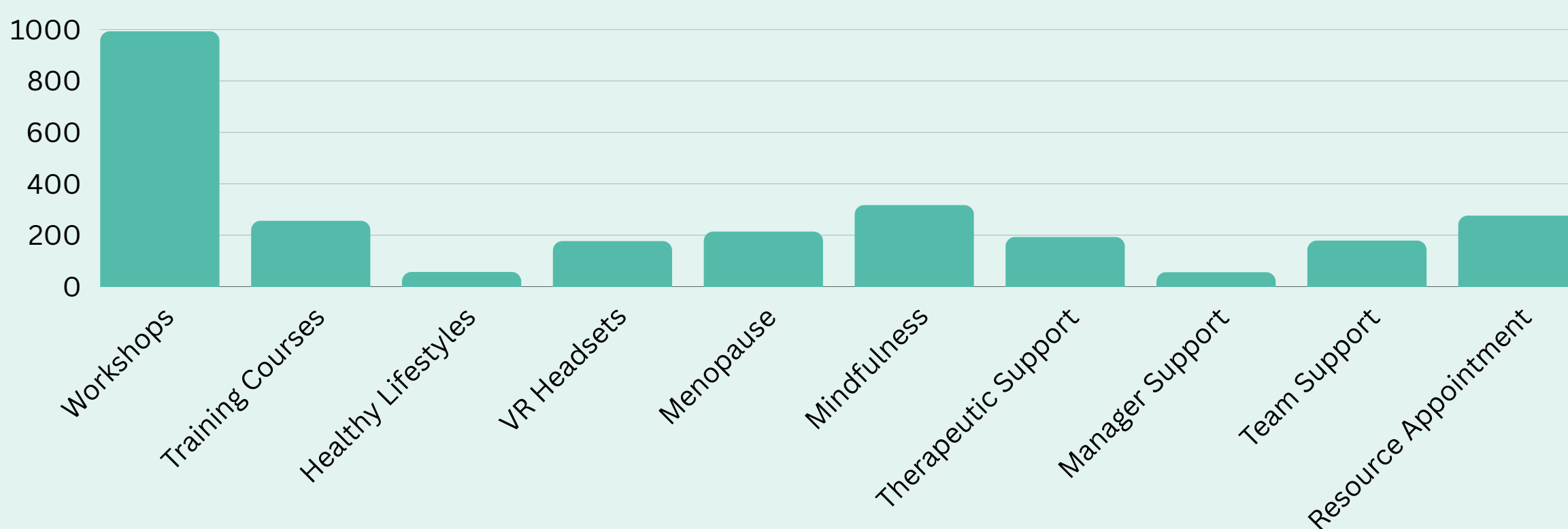
- Referrals increased from 650 in 23/24 to 840 in 24/25.
- Highest number of self-referrals were from Band 7 and Band 6 staff.
- Demographics of staff accessing the service are representative of our staff population.
- New initiatives in response to staff need (e.g. Guided Self Help and online workshops) have been well received.
- All services demonstrate positive clinical outcomes.



840

referrals to the Wellbeing Service in 2024-2025

Total referrals in 2023-2024 = 650



Number of referrals for each Wellbeing Initiative in 2024-2025

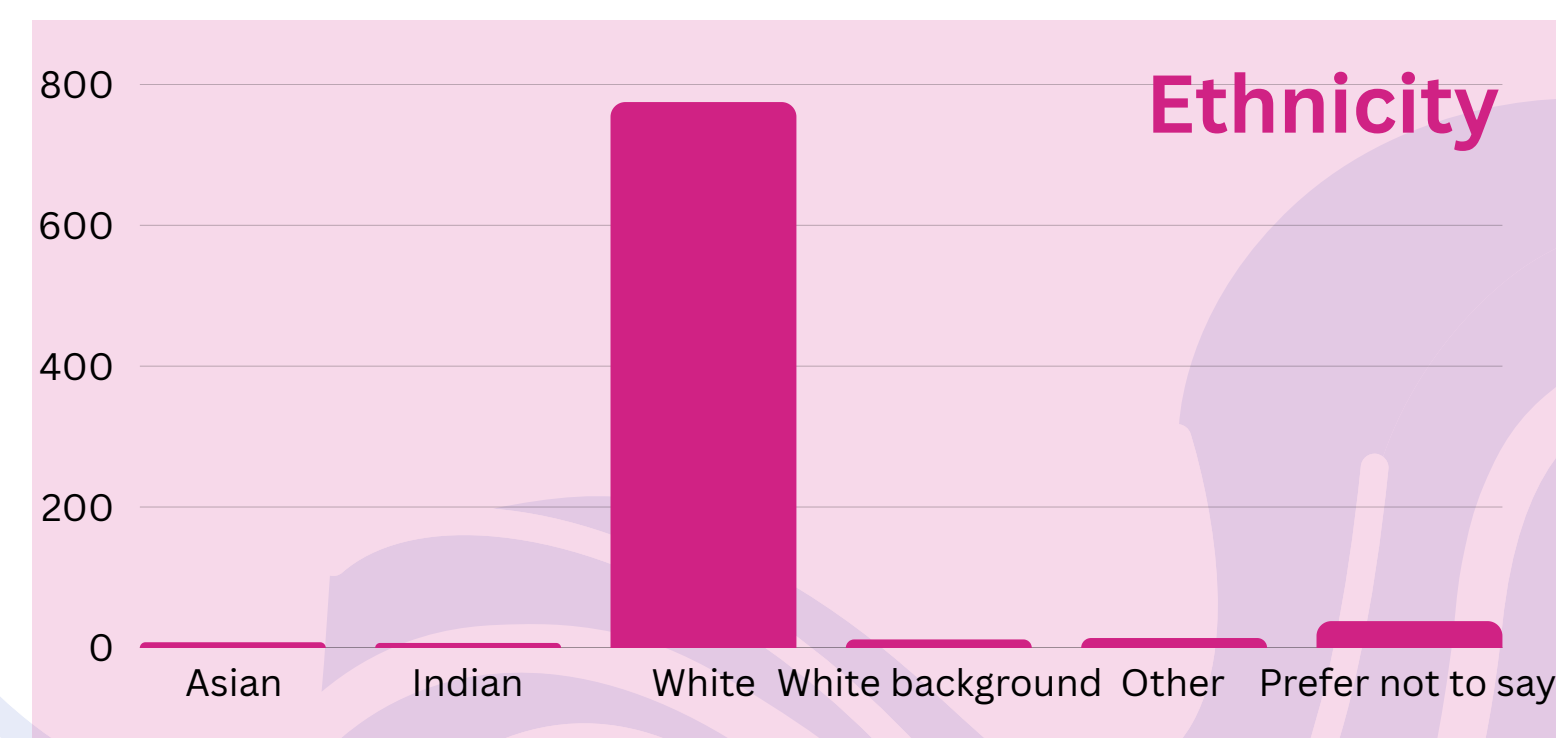
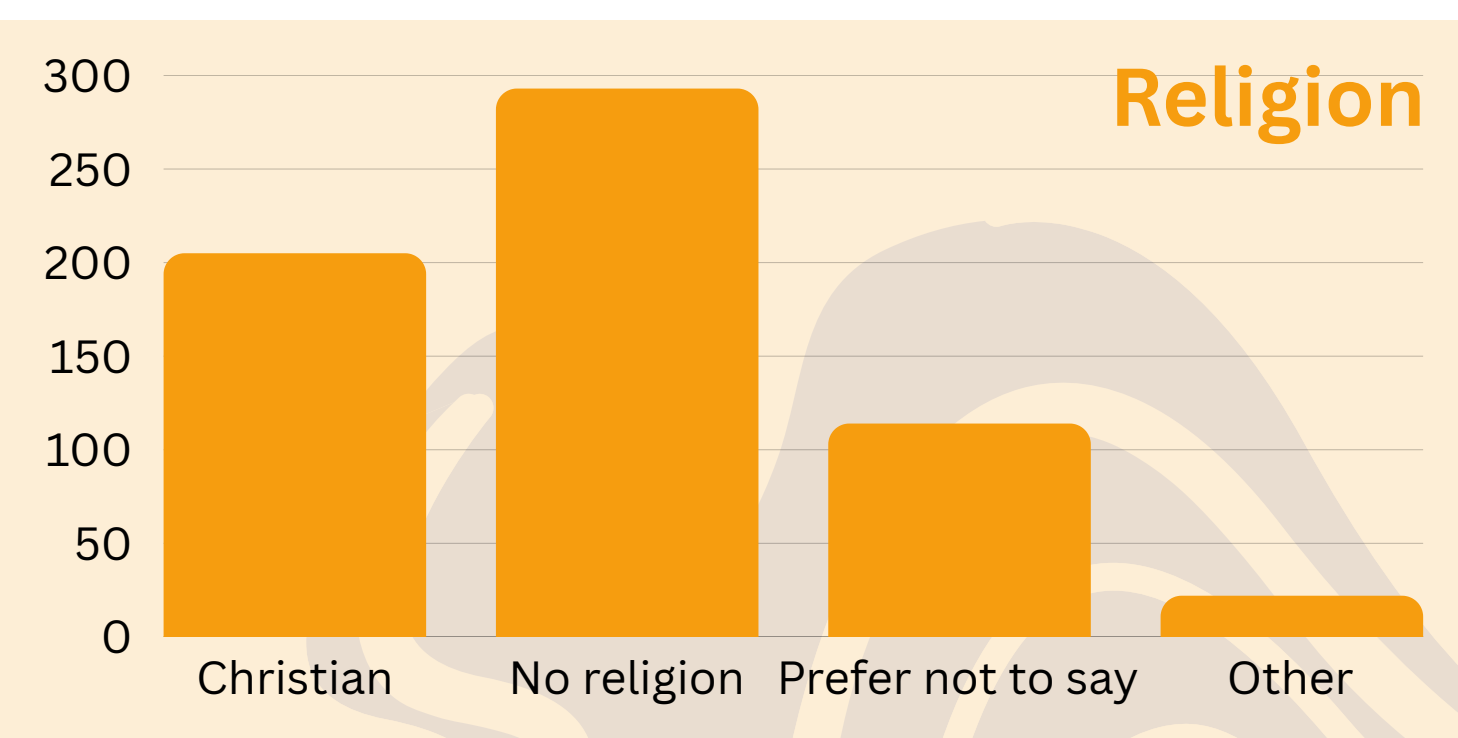
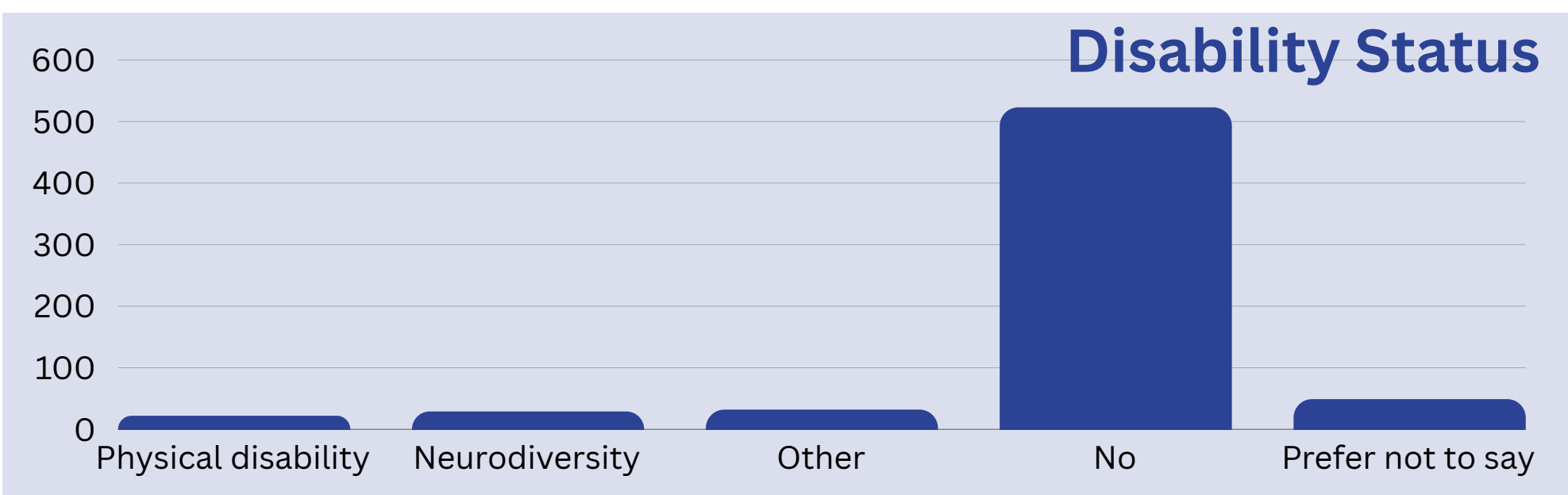
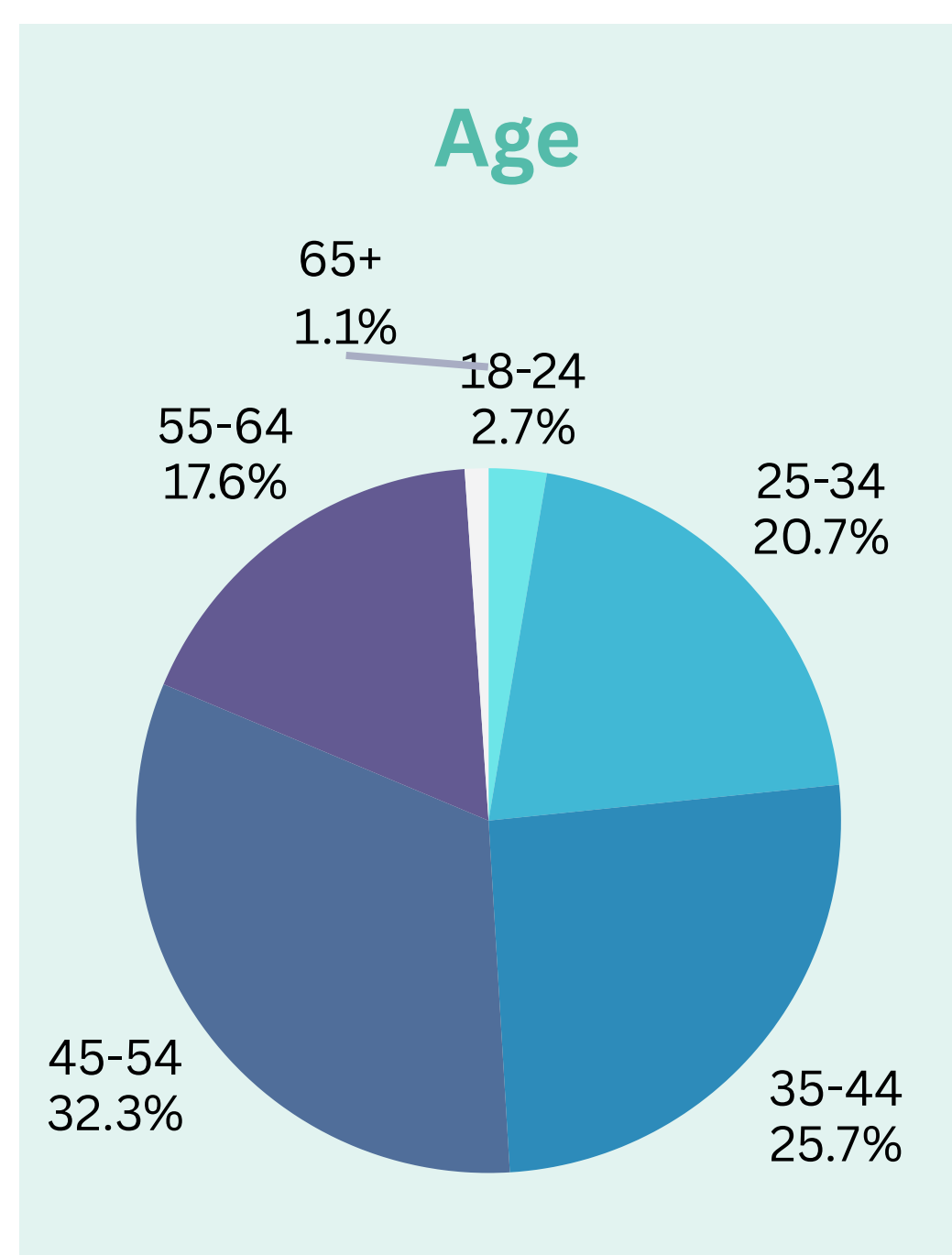
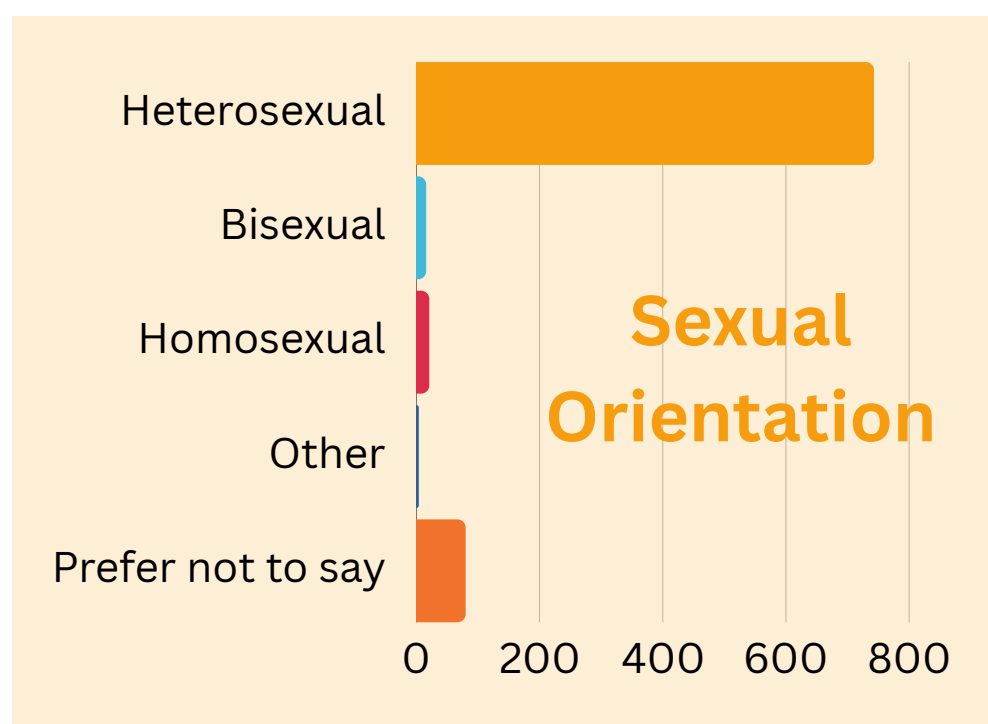
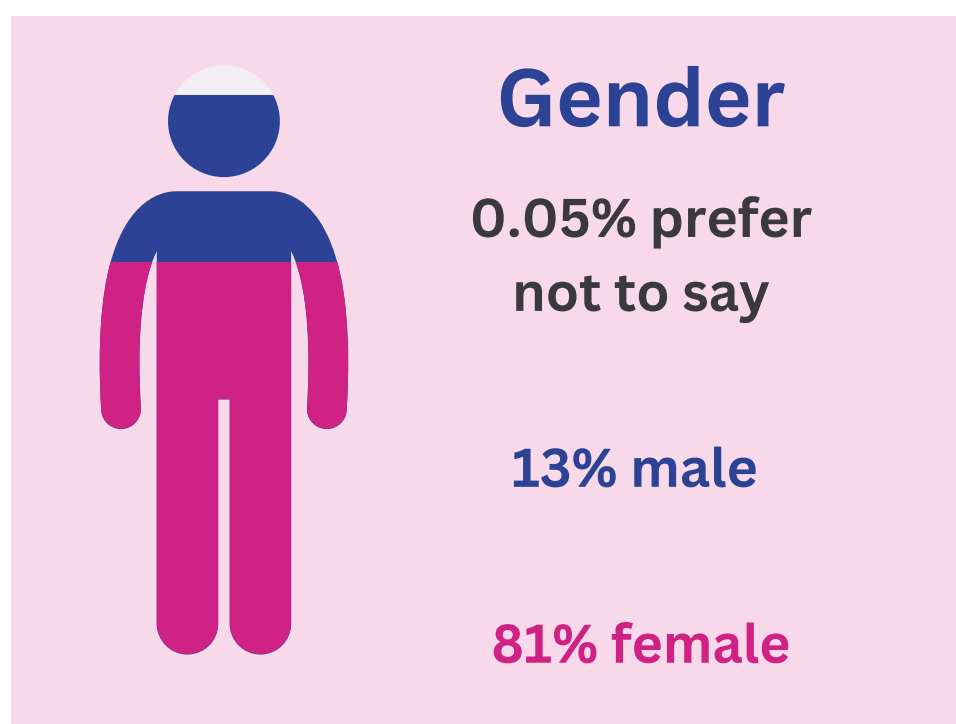
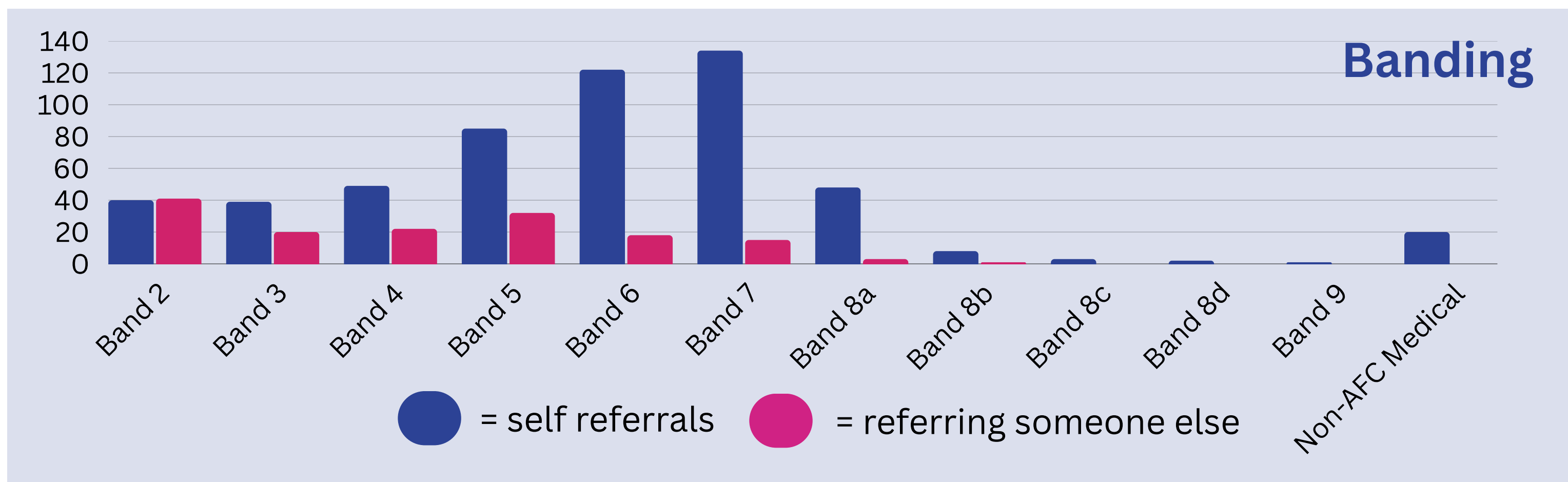
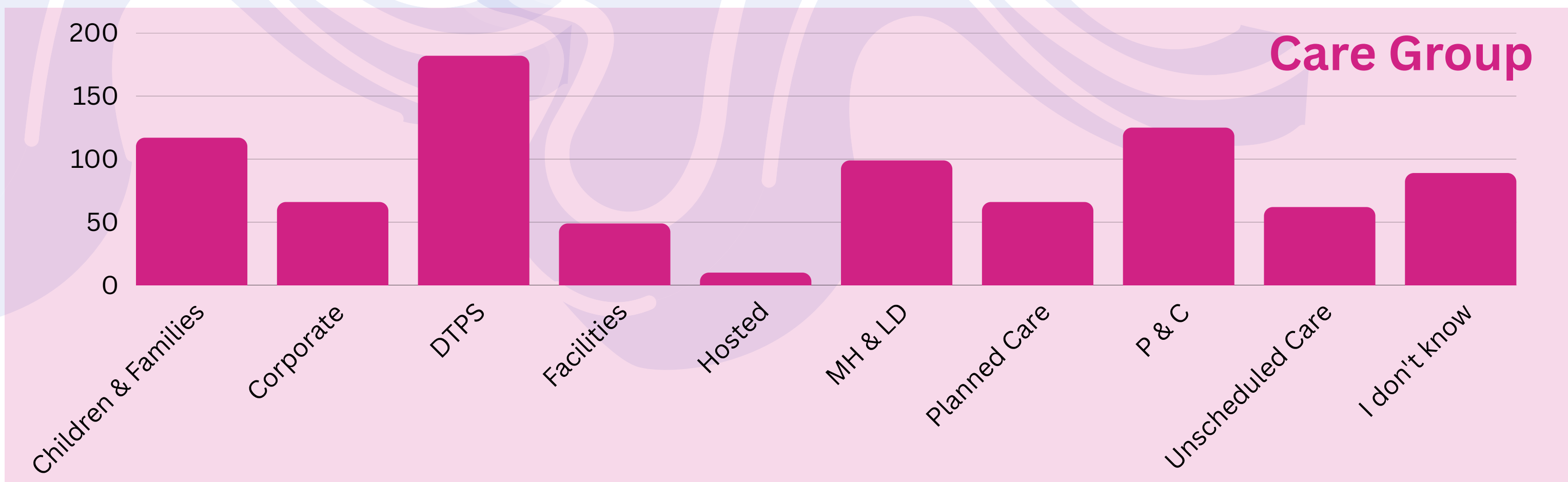


Every £1 invested in employee wellbeing can produce a return of £8



in terms of increased productivity, job satisfaction and engagement, and reduced sickness absence, presenteeism and turnover.

Demographics of Referrals



Workshops and Courses



14
Psychoeducational Workshops ran



found the sessions "very helpful"



said they are likely to use what they learnt in the session



40 hrs
of Healthy Lifestyles Courses delivered



lost weight after completing the course

8.5lbs average weight loss per person - 0.85lbs per week average



34
Virtual Reality headsets loaned to staff

found to significantly reduce levels of insomnia, depression, anxiety and stress in our research paper

Mindfulness Sessions

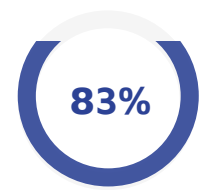
"The course taught me mindfulness and how to activate it when in times of need. The course was excellent"



16 hrs
of Mindfulness Based Living Courses delivered



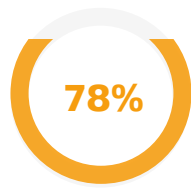
decrease in psychological distress



increase in psychological wellbeing



12 hrs
of Flourish Courses delivered



decrease in psychological distress



increase in psychological wellbeing



18
people attended Rest, Recharge and Reconnect



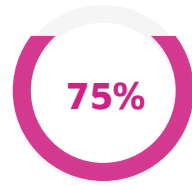
found the sessions "very helpful"

Menopause Sessions

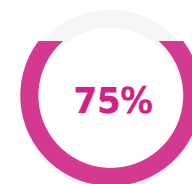
"Everyone was so open & supportive so I felt not alone going through these difficult symptoms/ changes"



16 hrs
of Mindfulness for Menopause Courses delivered



decrease in psychological distress



increase in psychological wellbeing



32
people attended Permission to Pause sessions



15
people attended Menopause Moments sessions

Guided Self Help

"I have nothing but positive things to say. I was feeling very low at the time I reached out. I had previous experiences of CBT that I didn't find helpful. However, this program really helped reveal some core beliefs that I didn't realise were holding me back and challenge them in a way that has had very positive results. I have not required any time off work as a



234 hrs
of Guided Self Help sessions delivered



increase in psychological wellbeing



decrease in psychological distress

result and was able to access help far quicker than I would have been able to via primary care services. I'm very grateful to have the wellbeing service available to us in CTM."



GIG
CYMRU
NHS
WALES

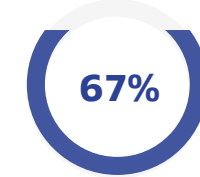
Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board

Therapeutic Support

 **32**

hours of Navigating Tough Times courses delivered


24 people attended

 67% improved psychological wellbeing and distress



81

trriages for Work Based Therapy


 67% of those off work, returned to work

155

hours of Work Based Therapy sessions

34

staff attending sessions

 81% decrease in psychological distress

Managers Support

“Learnt how to approach tricky situations. The right mix of practical advice and validation, whilst keeping the employee central”



29

hours of Management Booths delivered

25 people attended



29

hours of Managers Consultation Slots delivered

22 people attended



83

hours of Managing Staff Wellbeing Training

82 people attended

Support for Others

80

Wellbeing Activists



16

Activist Support Sessions



3

services received Trauma First Aid



122

hours supporting over 90 staff Processing and Containing Emotions in Teams (PACE)



28

hrs of Wellbeing Supporter Training

44

staff completed the training



100% found the course “very helpful”

Provides advice to line managers in knowing how to best support their staff. It also involves providing psycho-education, reassurance and check-ins to ensure those impacted are recovering from the experience

“The PACE format came up with a comprehensive list of recommendations. The format was very well received and it was clear that staff felt able to speak and engage. The PACE approach has made a massive difference in our service”

VIVUP Activity Data 96.8% - said it supported them to stay in work or return to work quicker

242

people accessed the EAP portal

273

incoming calls to the EAP service

124

new people entered counselling

539

counselling sessions provided

95

Self Help workbooks downloaded

77.65%

staff completing counselling show a reduction in difficulties - Clinical outcome data

Contact

Email: CTM.WellbeingService@wales.nhs.uk

Website: ctmuhb.nhs.wales/staff



GIG
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