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

CTM 2030
Our Health
Our Future
BUILDING HEALTHIER
COMMUNITIES TOGETHER

Promoting Mental Health & Wellbeing

For All CTM UHB Staff



Housekeeping

Timing

60 minutes

Recorded Session

This session is being recorded until the Q&A

Psychological safety

Some content may land close to home. Leave the room if you need to.

Ground rules

What's shared here stays here. Challenge ideas, not people. It's okay to pass.

Contact: **CTM Employee Wellbeing Service**
Email: CTM.WellbeingService@wales.nhs.uk
Call us (Vivup) at: 03303 800658

Today's Agenda

01

What Our Staff Are Telling Us

CTM UHB internal staff survey data on burnout, exhaustion and work pressure.

02

Understanding Mental Health

What mental health means for all of us — and what it can look like at work.

03

Video & Discussion

Real voices from NHS staff — followed by group reflection.

04

Promoting Wellbeing

Practical strategies: Take Notice, Connect, Be Active, Keep Learning.

05

Support at CTM

What is available to you right now, and three things to take away today.

What Our Staff Are Telling Us — 2025 CTMUHB Staff Survey

40.5%

staff felt unwell due to work-related stress in the last 12 months

34.3%

staff feel burnt out often or always because of workk

38.4%

staff feel emotionally exhausted often or always

59.6%

staff came to work despite not feeling well enough to perform their duties

Taken together, these results tell us that mental health pressure is widespread across our organisation.”

Understanding Mental Health

Defining Mental Health

Mental health is our ability to:

- Cope with everyday life stresses
- Work and contribute effectively
- Manage our emotions and relationships
- Know when to ask for help

Everyone has mental health — and it can change.

We all move between four stages:

Thriving — Energised and resilient.

Coping — Managing, but feeling the strain.

Struggling — Overwhelmed and anxious.

In Crisis — Unable to function as normal.

How Mental Health Can Show Up

Depression

Persistent low mood, loss of energy, and withdrawal from things that once felt meaningful.

Anxiety

Excessive worry, physical symptoms like a racing heart, and avoiding stressful situations.

Burnout

Emotional exhaustion and detachment from work, resulting from sustained workplace pressure.

Stress

Feeling unable to cope with demands — at work, at home, or both. Can escalate if unaddressed.

These can be diagnoses — or simply how someone is feeling right now. A person can feel anxious without having an anxiety disorder. A person can feel depressed without a clinical diagnosis. Both are valid. Both can affect how we work and how we cope.

Equality Act 2010: *A mental health condition may be legally protected as a disability if it substantially affects day-to-day life and has lasted, or is likely to last, 12+ months.*

The Iceberg

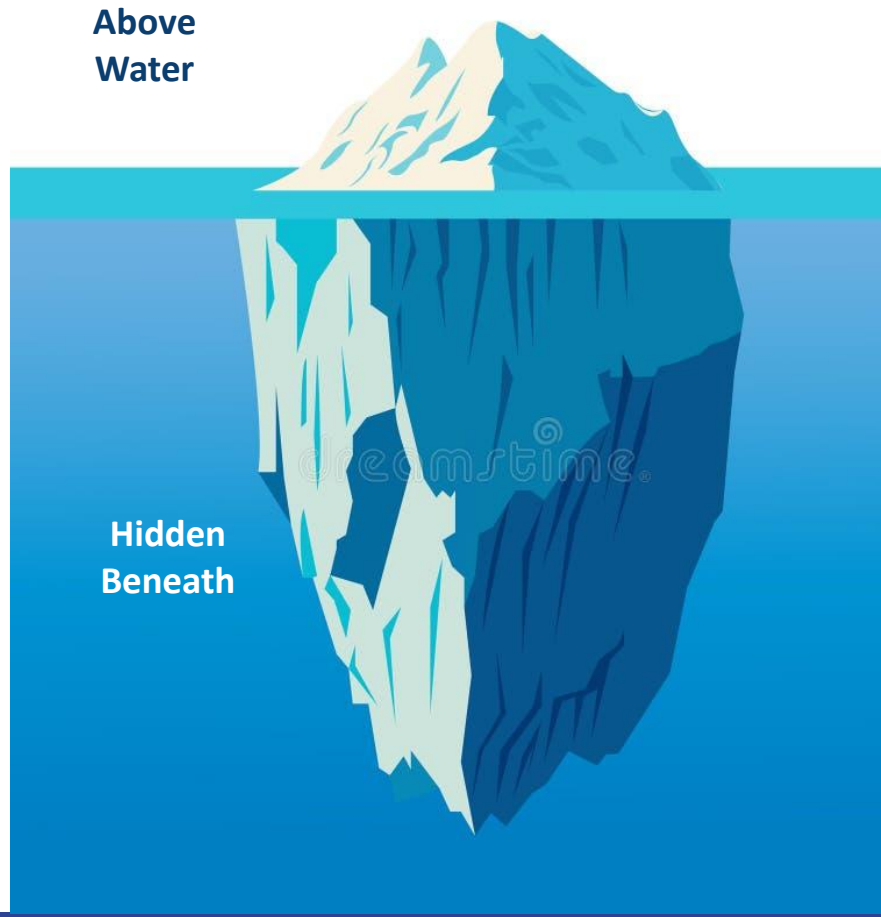
What We See vs. What's Hidden

Visible (Surface): *examples*

- Saying “I’m fine” but acting differently
- Seeming usually quiet or irritable
- Having a shorter temper than usual
- Being more withdrawn than normal
- Not calling in sick but clearly struggling
- Looking distracted or tired

Hidden Underneath (Below the surface): *examples*

- Difficulty sleeping
- Feeling overwhelmed or hopeless
- Trouble with relationships outside of work
- Experiencing anxiety , anger or sadness
- Suicidal thoughts
- Personal or family struggles you can’t see




NHS

Reflecting on the Video

- One person was worried about being judged before having their first wellbeing conversation.
- Staff said they wanted to be really asked — not just a passing "you alright?" in the corridor.
- Staff described their wellbeing as having a direct ripple effect on the care patients receive.
- People spoke about wanting to include those too scared to speak up — and hearing each other's backgrounds, diversities and challenges.

Promoting Wellbeing at CTM

Five Practical Areas for Today

1	2	3	4	5
Take Notice	Connect	Be Active	Keep Learning	Support at CTM

1. Take Notice

5-4-3-2-1 Grounding

Name 5 things you can see, 4 you can touch, 3 you can hear, 2 you can smell, 1 you can taste. Brings you back to the present.

One Deep Breath

Put your hand on your chest or stomach. Take one slow breath in, and out. You can do this between patients, between meetings, anywhere.

Mindful Hand Washing

You already do it. Use those 20 seconds properly — feel the water, notice the sensation. A micro-reset in the middle of a busy shift.

Step Outside Briefly

Even two minutes outside — air, daylight, a different view — can shift your state. You do not need a long break. You just need a pause.

2. Connect

Say Hello Properly

Make real eye contact at the start of your shift. Put your phone down. Ask how someone is and wait for the answer.

Offer a Coffee

Asking a colleague if they want to walk to the canteen together takes 30 seconds. It can mean a great deal to someone who is struggling.

CTM Staff Awards

Nominations are open. Recognising a colleague publicly — acknowledging their effort — is one of the most meaningful things you can give them.

Viva Engage

Use the CTM intranet community to stay connected with teams across the organisation. Connection does not have to be face-to-face.

3. Be Active

Take the Stairs

Simple. Available in every CTM building. Every extra flight counts — and it is a micro-moment of movement in your working day.

Walking Meetings

If a meeting does not require a screen, take it outside or around the building. Movement and conversation at the same time.

The Big Team Challenge

If a colleague is signed up, ask to join their walk — you do not need to be registered. Or suggest it to your team right now.

Lunch Outside

Even if it is just 10 minutes. Away from your screen, away from the ward. Daylight and fresh air are genuinely restorative.

4. Keep Learning

Listen to a Podcast

On your commute, during lunch, or between tasks. Something interesting or entertaining — it does not have to be about mental health.

Read the CTM Intranet

A quick article or team update can give your mind something different to focus on. Sometimes a brief shift in attention is all you need.

Explore the Wellbeing Site

The CTM Staff Wellbeing pages have resources, self-help tools, and upcoming events. A five-minute browse can open a door you did not know was there.

Try Something New

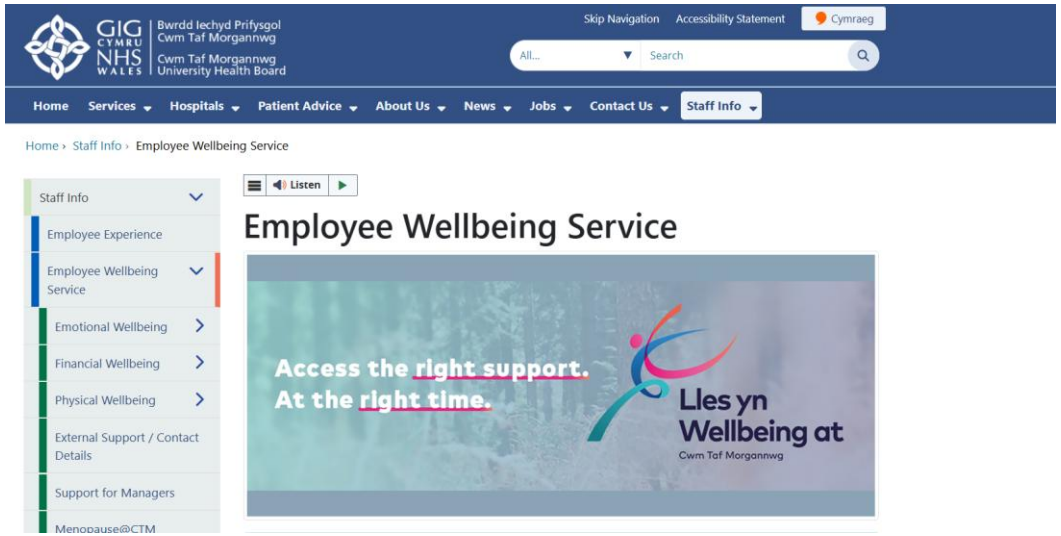
Outside of work — a book, a documentary, a craft. Learning something unconnected to work pressure is a healthy form of mental rest.

5. Support at CTM

CTM Employee Wellbeing Service

Email: CTM.WellbeingService@wales.nhs.uk

- 24/7 Confidential Helpline
- One-to-one counselling
- Financial wellbeing support
- **Staying Well Plan - Guide for All Staff**
- **Staying Well Plan - Guide for Managers**



Other Support Available

Occupational Health — Reasonable adjustments — no diagnosis required. Refer yourself or via your manager.

VivUp — If you need support to deal with personal issues or want immediate advice and support,

Canopi — Offers free, confidential service that provides NHS and social care staff in Wales with access to various levels of mental health support

Viva Engage — Connect with the wider CTM community and access wellbeing communities online.

Staff Networks — A supportive space for staff to connect, share experiences, access peer support and help shape a more inclusive workplace.

Manager Support Resources — The wellbeing site has specific resources for supporting yourself as a manager and supporting your team.

The CTM Employee Wellbeing Service



Lles yn Wellbeing at
Cwm Taf Morgannwg

Any Questions

Contact EDI Team
Email: CTM_Equality@wales.nhs.uk

Thank you!

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