



Staff Wellbeing Group

Locomotor Service
Homerton Healthcare NHS FT



Homerton Healthcare
NHS Foundation Trust

Introduction



WHY

We wanted to identify and address the causes of workplace stress within our team to **improve staff wellbeing** and **safeguard patient care**



Staff wellbeing

Following Covid, 64% of staff reported experiencing stress and symptoms of burnout due to work



Patient care

Burnout has been shown to negatively impact patient care

HOW

Our approach to wellbeing



Staff led

Staff lead and inclusive



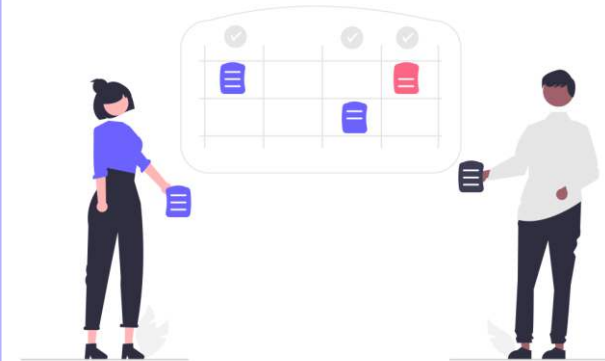
Open dialogue

Facilitating communication between staff & management



QI approach

Identify the causes & contributors to work based stress



Solution focused

Developed actions to address causes

WHAT

Our process

2022

2023

COLLECT

What matters to you
survey

Focus groups

ANALYSE

Thematic analysis of
results

Thematic analysis of
results

IMPLEMENT

Actions based on
findings

Actions based on
findings

REVIEW

Staff survey &
Mini-Z Burnout
Questionnaire

Staff survey &
Mini-Z Burnout
Questionnaire

FOCUS



Working environment

IT systems
Facilities



Clinical Work

Complex caseloads
Clinical uncertainty



Policies

Attendance policy
Flexible working



Support

Supervision
Access to senior support
Advocacy support

HOW



IT training
New equipment
Improved clinic diaries / appointments
Return of face-to-face supervision
Longer appointments for advocacy patients
Specific clinical teaching
Team breakfast
Social secretary
Team building exercise
Resilience training
Peer support groups

Customise Collaboration Commitment

Outcomes



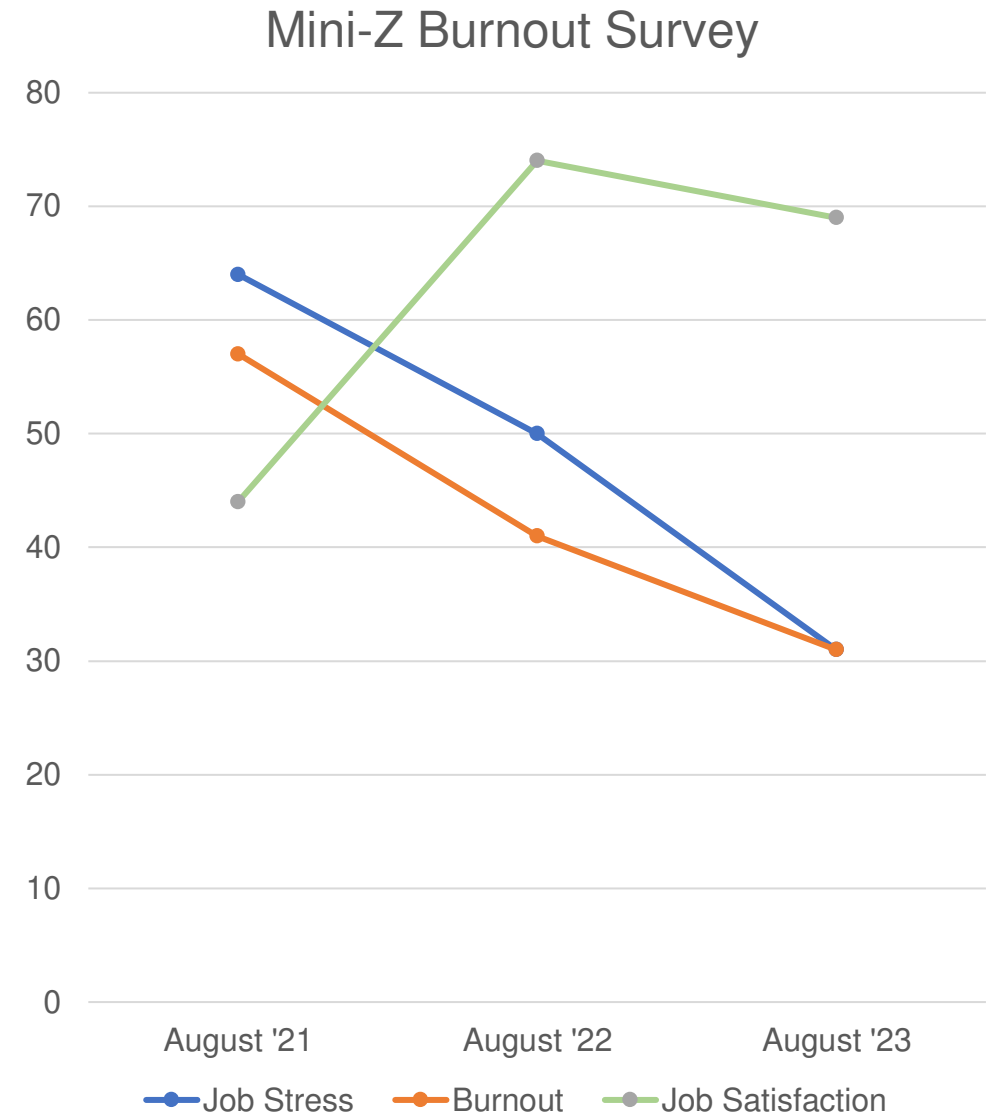
Job satisfaction improved by 25%



Job stress reduced by 33%



Burnout reduced by 25%



Staff Feedback

“I always get the sense the people value time together to de-brief and recognise that they are not alone in the challenges they face, particularly when we are all working across so many different sites.”

“Fostering an environment where questions can be asked”

“Pro active, collaborative and creative thinking”

“Approachable team from top down”



Learning



Leadership

A dedicated group and the support of management enabled us to drive change

Inclusion

Staff engagement and consultation across all roles and levels is crucial

Wellbeing as a priority

Staff wellbeing is directly linked to patient care therefore this will remain a priority

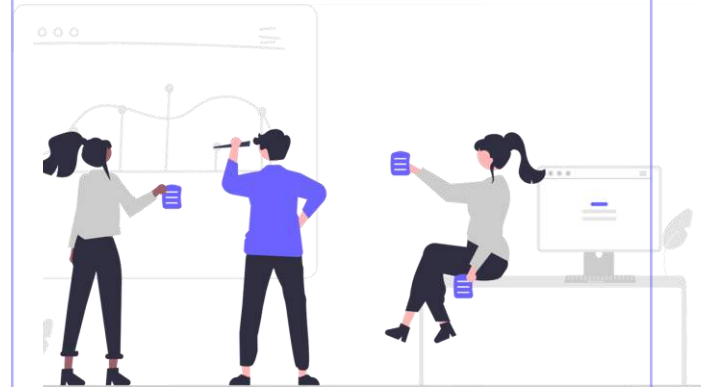
Transferability



Staff Inclusion



Training



Regular review



Prioritising time



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Thank You