REGIONAL WORKFORCE WELLBEING NETWORK

Belfast Health & Social Care Trust
Business Support Organisation (BSO)
DOH Workforce Policy Directorate
GP Federations in Primary Care
Health & Social Care Quality Improvement Network
HSC Healthier Workplaces Network
HSC Leadership Centre
Independent Care Providers
Northern Health & Social Care Trust
Northern Health & Social Care Trust
Northern Ireland Ambulance Service
Northern Ireland Fire & Rescue Service
Pharmacy Forum NI
Public Health Agency
South Eastern Health & Social Care Trust
Southern Health & Social Care Trust
Trade Union Side
Western Health & Social Care Trust

Dear Colleague,

As a group of staff working together to do difficult jobs and deliver crucial and life-impacting services, the need to do better in looking after ourselves and each other has become increasingly obvious and important. The last year has probably been one of the most stressful for many of us, in terms of both working and personal lives and it seems a really important time to take stock of how we are and what we need.

The Regional Workforce Wellbeing Network has been working across organisations over Covid-19 to coordinate and share resources, strategies and supports in order to best support each other during this very challenging time. We are continuing to work post-covid, as part of the Healthier Workplaces, to keep the needs of staff support to the fore.

As discussions around service rebuild continue, it is also important to make sure that these also include the needs of staff in Recovery and Wellbeing.

The attached resources have been developed by the Network and we hope that they might be helpful for all our colleagues across organisations and teams; and also to use individually. These include this animation Covid Recovery Toolkit and the infographic and slides attached.

We feel it is important to make sure that we all know what is available in terms of support and that there is an opportunity to suggest other options/ ideas of what would help further support us in enjoying and delivering our jobs, while also enjoying our families, friends and other interests. A regional mini website is in development to support this aim.

We are keen to hear from any colleagues with suggestions regarding what would be useful resources/ training/ activities that would help support, promote and maintain wellbeing so please email us on regionalworkforce.wellbeing@hscni.net with any suggestions.

Also follow us on twitter at @regionalworkfo1 (regionalworkforcewellbeingNI) so we can best share any coming events/resources.

As we look towards a still uncertain future we encourage you and your team to take time along the recovery pathway to Rest & Recharge / Reflect & Reconnect in order to have opportunity to Review and Re-imagine the work environment and opportunities we would like to support each other to create.

We wish for everyone over the summer months some Recovery Time, individually, as families and communities and collectively, as teams and organisations.

Obo: Regional Workforce Wellbeing Network

Sarah Meekin

Dr Sarah Meekin (CHAIR)

AS WE MOVE FORWARD THERE ARE THINGS WE NEED TO KEEP IN MIND
3 PAUSE
We cared:
• We worked from home
• We redeployed
• We learnt new skills
• We wore PPE
• We home schooled
• We zoomed / teamed
1 RESPOND
2 REACTIONS
We need to take account of our own & each other's feelings.
We are:
• Stressed
• Lonely
• Distressed
• Exhausted
• Angry
• Sad
• Fearful
• Trying to be hopeful
4 REST & RECHARGE
Take time to:
• Do nothing
• Nurture & care for yourself
• Do things which energise
• Experience joy
• Spend time with loved ones (even if in the garden)
5 REFLECT
Individually & together:
• Take time to tell our stories
• Make meaning of what has happened
• Mourn our losses
• Celebrate our victories
We need to:
• Reconnect with our teams & our tasks
• Retain new friendships
• Rebuild & repair relationships
• Share our experiences with friends & colleagues
• Understand each other's journeys
6 RECONNECT
7 REVIEW
We need to review & share our learning:
• Maintain & embed new skills and new ways of working
• Maintain & develop new relationships across all sectors of care
• Acknowledge & accept what we could have done better
• Apologise when needed
• Thank when required
• Appreciate ourselves and each other
• Retain what worked well
• Restore what we missed
• Renew in light of our learning
• Reimagine what we wish for our future
8 REIMAGINE