

# REGIONAL WORKFORCE WELLBEING NETWORK



These slides and embedded resources have been developed by the Regional Workforce Wellbeing Network which was set up by the Minister for Health in April 2020 with a mandate to maintain a focus on staff support and wellbeing, during covid-19 and beyond.

The last year has probably been amongst the most stressful experienced by many of us, as we balance our working and personal lives under new and exceptional circumstances. It is important to acknowledge what we've all been through, take stock on how we are doing and what we need to promote recovery and a renewed attention to wellbeing in the future. As a group of staff working together, supporting and performing difficult jobs and delivering crucial and life-impacting services, the need to look after ourselves, and each other has become increasingly obvious and was never so important.

We hope that these resources can help enable conversations regarding needs across teams and organisations, both in the current situation, and also create opportunities to have conversations and make changes regarding staff wellbeing moving forward.

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





**Promoting Staff Wellbeing Post-Covid**

# COVID RECOVERY JOURNEY



**We cared:**

- We worked from home
- We redeployed
- We learnt new skills
- We wore PPE
- We home schooled
- We zoomed / teamed

**1 RESPOND**



AS WE MOVE FORWARD THERE ARE THINGS WE NEED TO KEEP IN MIND

**3 PAUSE**



**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

**6 RECONNECT**

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

**8 REIMAGINE**

- Retain what worked well
- Restore what we missed
- Renew in light of our learning
- Reimagine what we wish for our future

**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



# *“It is better to travel well than to arrive”*

## Buddha

The journey to recovery is personal, both to ourselves as individuals and to the teams and organizations in which we work. It is influenced by our experiences, individually and collectively. It is not anticipated to be travelled in one day, and everyone will proceed at their own speed. It is important to remember that when we travel, some stop for longer at some points along the way, others choose to revisit previous experiences and others strive to reach the final destination. As we work together, we need to keep in mind everyone’s needs whilst working towards a common goal.



**Rest & Recharge**



# Rest & Recharge

## Take time to:

- Do Nothing
- Nurture & care for yourself
- Do things which energize
- Experience joy
- Spend time with loved ones (even in the garden!)



Text





**Reflect & Reconnect**



# Reflect

## Individually & together:

- Take time to tell our stories
- Make meaning of what has happened
- Mourn our losses
- Celebrate our victories

# Reconnect

## We need to:

- Reconnect with our teams & tasks
- Retain new friendships
- Rebuild & repair relationships
- Share experience with friends & colleagues
- Understand each other's journeys



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**Review & Reimagine**



# Review

## Review & share our learning

- Maintain & embed new skills & new ways of working
- Maintain & develop new relationships
- Acknowledge & accept what we could have done better
- Apologise when needed
- Thank when required
- Appreciate ourselves & each other

# Reimagine

- Retain what worked well
- Restore what we miss
- Renew in light of our learning
- Reimagine what we wish for our future



Text



## Potential Exercises

- Individually and as a team put a sticker on where you think you are on the journey
- Discuss what does Recovery look like to this team / to you as an individual
- How will you know you have reached a destination? Is there a final destination?
- Explore what your team would define as Rest/Recharge / Reflect/Reconnect / Review/Reimagine
  - Find examples that can be actioned / put into practice
- Would anyone like to use different words?
- What would you need to take another step forward?
- Is it ok to sometimes go backwards? Maybe this is more “Snakes & ladders” than a Pathway



*“The journey of a thousand miles  
begins with a single step”*

**Lao Tzu**