

Staff Wellbeing Champions initiative

Karina Bennion-ICS People Partner for Social Care



ICS Retention Programme – Social Care-Phase 2 roundup

- 2 pilot sites (1 in Staffordshire and 1 in SOT) for the values based recruitment app-**Care Friends**– over 50k views on social media platforms of jobs advertised, 83 applications and **4 new starters. New pilot in Staffordshire went live 11/11/24**
- **120 Wellness Boxes** distributed across 12 pilot sites 2 providers ordered more due to staff impact. Boxes were used for 'Employee of the month', completion of training, positive client feedback
- **'We miss you' postcards**-providers engaged to develop their own design to send to staff recently (within 90 days) left the service to ensure chain of communication left open for return if desired
- **Partnership Network meetings** for manager to discuss challenges, barriers and resolutions as well as sharing what has/hasn't worked well

Phase 3 began by looking at lessons learnt and targeting priority areas

Social Care Staff Wellbeing Champions_(SCSWC's)

Descriptor and Typical activities a Staff Champion might do:

- Signpost colleagues to sources of support and advice
- Create a Staff Wellbeing Noticeboard
- Make 'Staff Wellbeing' a regular agenda item at team meetings
- Ask colleagues for feedback and suggestions on health and wellbeing activities
- Encourage colleagues to take part in events or raise awareness of health campaigns
- Act as a conduit for information, posting on chats and have coffee break conversations and check in with colleagues

Expectations

- Be passionate about supporting colleagues to be healthy and happy at work, helping to create healthy workplaces
- Share wellbeing messages, including details about support and events
- Promote access to services and information within their teams
- Champion wellbeing on behalf of their colleagues
- Role model positive wellbeing practices in their workplace
- Take an active part in the Wellbeing Staff Champion meetings
- Adding information onto the champions email signatures advising that they are a wellbeing champion and detailing how to get in touch with them.
- Have a desire to improve their working environment and support engagement to make all their colleagues feel more included
- Approachable and willing to help

What they can expect from the ICS

- Priority access to new training opportunities and wellbeing resources, gaining useful knowledge and practical skills that can be used in all areas of life.
- Quarterly network meetings to update them on new initiatives and information as well as just have a chat over virtual coffee
- Regular information to share with colleagues

Social Care

Social Care Staff Wellbeing Champions-

- 35 Services
- 80 staff wellbeing champions identified to date
- Pause on new members at present but opening up January 25
- Each service are gifted the **Each Person reward and Recognition app** as part of the SWC initiative



Staff survey for participating services

- Each service participating in the SWC initiative requested staff take part in completing a short 5 question survey prior to sharing material and resources
- 307 responses to date
- Results collated for each individual service to feed back to managers on themes (anonymised)
- Results collated as a whole for data purposes and to identify themes from last question (What support and information would you like to hear about?)
- **Themes included:** Learning and career development opportunities, BSL training, Mental Health first aid training, Financial wellbeing support, Bereavement and suicide support, English lessons, LGBTQ+ resources and support, support available to unpaid carers, Team Building and **29 further themes**, some of which are supported by provision already available to staff



We are
safe and
healthy



We are **recognised**
and **rewarded**



We each have
a voice that counts



We are
always learning

Responding to staff survey themes by sourcing solutions



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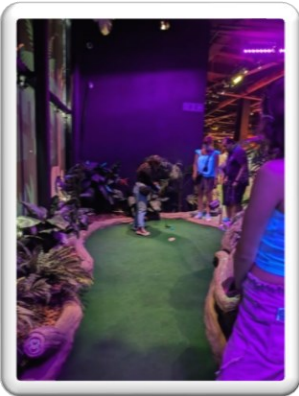


Staff attended the first free Team building sessions

Adventure Golf on 25th
June 2024- 12 staff
attended

‘Thanks for an amazing day yesterday!!’

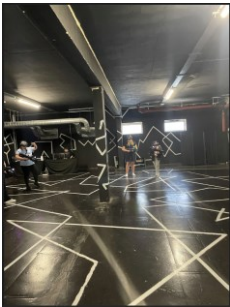
‘Staff fed back they really enjoyed it’



‘our day out in Birmingham we had a great day’

Virtual Reality on 27th June
2024-8 staff attended

‘Just wanted to say a big thank you. We had an amazing day yesterday, so much fun and laughter.’



‘Staff fed back they found it extremely valuable’

Each Person Implementation

- **29 organisations** currently scheduled to implement Each Person app
 - **9 services live to current date**
- Organisations are from Social Care Providers & ICS
- Discussions ongoing with NHS Trusts, Primary Care and further Social Care Providers



Features

Ecards

A creative & in the moment way to show that you recognise their efforts

Milestones

Important dates are automated, so you never forget a birthday or anniversary

Nominations

Showcase a team or an individual & tailor it to your company's values

Wellbeing Hub

A supportive go-to place to access helpful and up to date information

Cashback

Be rewarded with up to 20% back with every order placed via the platform – the highest on the market



If you would like your service to become part of the SCSWC's



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