



Nursing and Midwifery

A great place to work

Staff Wellbeing in Number 11

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Midlothian Community Adult
Mental Health, Substance Use and
Older Adults 18+



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Personal Wellbeing & Work are Linked

Work plays a crucial part in most people's lives. It can give us a sense of purpose and achievement and boost our self-esteem.

We often spend a substantial amount of our day working, and it's inevitable that: A workplace with high stress, could impact or someone's mental health, this can often present as burnout and/or exhaustion.



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Evidence has shown that there is a clear relationship between staff wellbeing, and patient care performance – so in short, when staff wellbeing is higher, there is a positive impact upon patient experience with a virtuous circle linking the two..!





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Staff Wellbeing Focus in Number 11

In line with NHS core values, and our Midlothian HSCP Good Conversations Framework, we explored **“What matters to you”** with the staff, creating a safe and brave space within the teams, and supporting our workforce to be responsible for how they show up each day.

This has enabled us to develop a range of wellbeing initiatives within Number 11 with the staff’s voices at the forefront



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Wellbeing Initiatives In Number 11

Daily Wellbeing Walking Group (weather permitting)
Monthly Staff Lunch Club
Wellbeing Board with Monthly activities – with a focus on Actions for Happiness, Mindfulness and visual prompts for staff to check in with themselves



Nursing and Midwifery Results.....

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Teams have reported the value in stepping away from their desk and describe this to be improving their own productivity throughout the day.



Staff have felt valued and respected and describe the wellbeing initiatives as supportive.....



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Benefits in Adopting a Proactive and Preventative approach to wellbeing



INCREASE STAFF
COMMITMENT AND
PRODUCTIVITY



BETTER STAFF
RETENTION



REDUCE SICK
LEAVE



A MORE RESILIENCE
WORKFORCE



AN ENHANCED
REPUTATION



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Any Questions.....?

&

Thank you for listening