

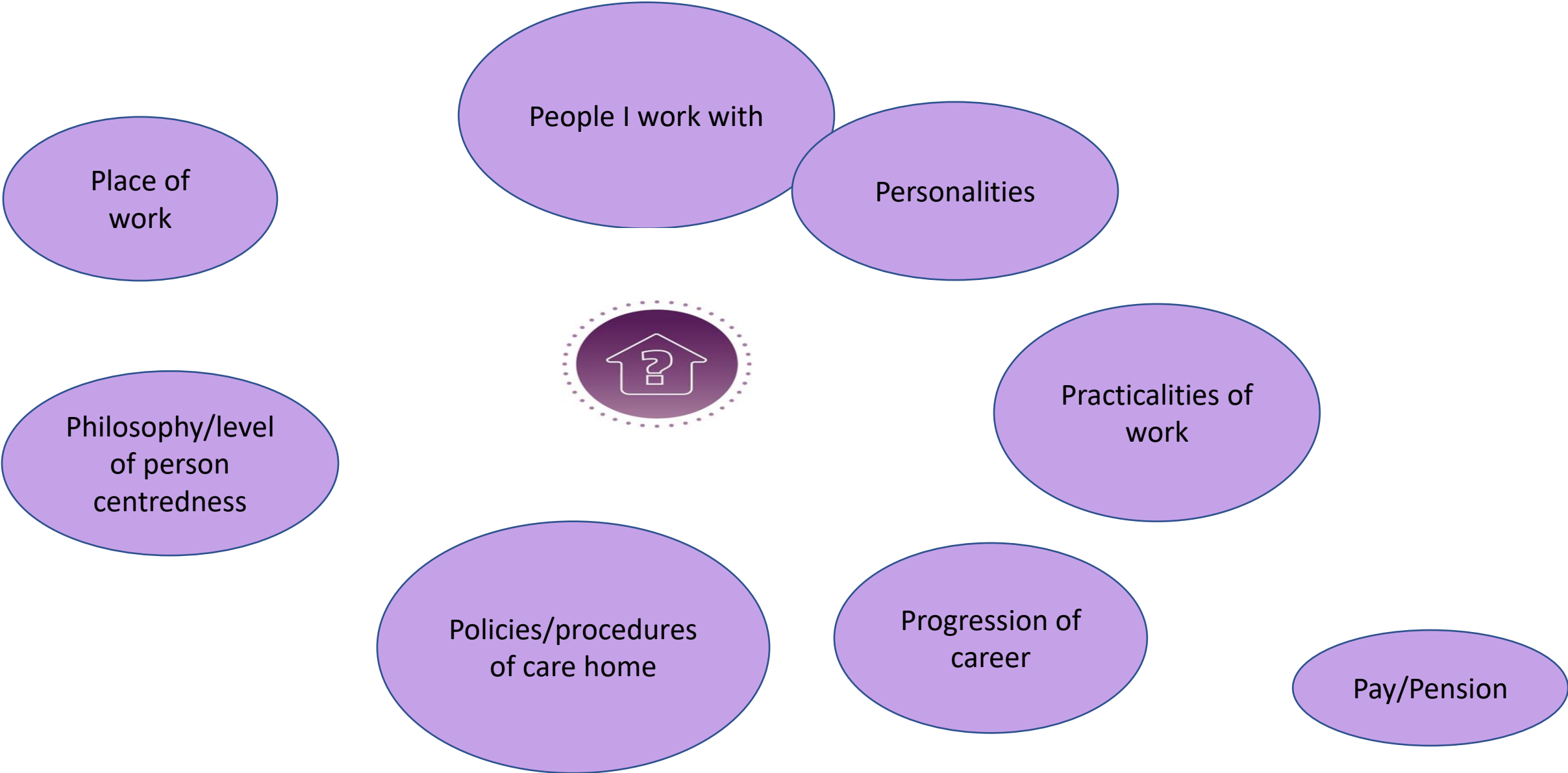
"A Hard Day's Night" Shift

Supporting Staff Wellbeing at Work

“I Feel Fine”.....??



Something in the way we work.....



Opportunities for Care Homes Across Lothian

WHAT?..... 18 month integrated programme of collaborative work across Lothian

Our work aims to support immediate practice change, utilise the experiences and insights of frontline staff to engage in the implementation of sustainable best practice; inform local and regional priority workstreams for service improvement, education and training and the broader operational priorities for support, quality improvement and investment going forward.

WHY?.....Because our work to date points to the fact that effective and enduring solutions

- Cannot solely target individual staff
- Must be developed in-context and in-situ
- Should focus on identifying cost effective practice based, in-house approaches and solutions
- Must listen to, engage with and act in partnership with frontline care home staff and the teams that support them

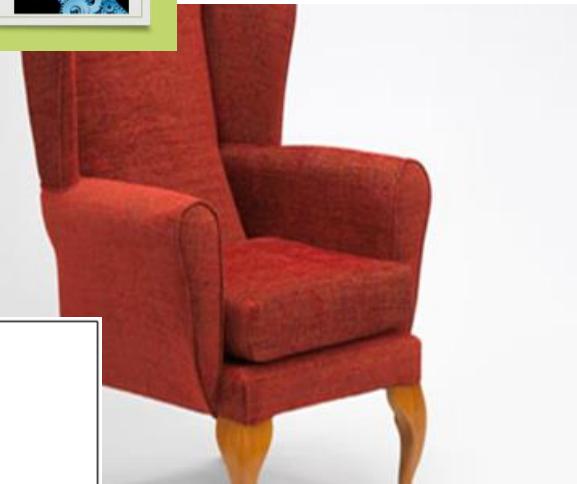
How? - Three projects in this programme all focus upon supporting practice change to improve care home staff retention and wellbeing. **CHAIR, CHURN, CHUDDLE**

Listening CHAIR activities

An opportunity for Care Home staff to Come Together and

- confidentially share their views and experiences of staff wellbeing and retention at work
- generate discussion amongst care home staff and gather insights and experiences through one to one and group discussions and written comments
- proactively listen to the experiences and insights of frontline staff
- support the implementation of sustainable best practice

Care Homes: Appreciative Inquiry into Retention and wellbeing (CHAIR)





Edinburgh Napier UNIVERSITY

Come and talk to us about your thoughts and experiences

Listening CHAIR

Choose a picture from the table that makes you think about...

What supports your wellbeing at work

OR

What keeps you working at your care home

Talk to us in confidence - we will not use your name

- If we are not here please -
- Write down your thoughts
 - Put them in the Safe Box



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Wellbeing huddles/end of shift check ins

- Our OSCaRS work focused on palliative and end of life care – highly effective practice based learning and reflection for staff
- Wellbeing huddles or end of shift check ins also give staff the time needed to stop, reflect and learn (from each other).
- Opportunity for care homes to co-design with us their own approach, set meaningful indicators for success and be supported in the implementation and evaluation.





Research into Understanding Retention: CHURN

Through one to one confidential interviews with care home staff

Do you work in a care home in Lothian?

We would like to talk with you about why, and hear your views and ideas on what could be done to reduce the number of staff leaving their jobs?

To help us understand retention better please think about taking part in this research

- contact Lucy Johnston at ljohnston@napier.ac.uk

You and your place of work will not be identified in any of the reporting and everyone

who is interviewed will be given a £20 Amazon voucher

Who? Care team worker (not a Registered Nurse) working in a care home

What? A half hour interview over Teams, Zoom or telephone

When? Any time that suits you

Please email Lucy, her address is ljohnston@napier.ac.uk

Let her know if you want to be contacted by email or phone

She will then contact you to discuss and if you want to take part agree a time for the interview that suits you.

Thank you!



This study has been reviewed by the Edinburgh Napier University ethics committee (application number 2880693)
This study is funded by NHS Lothian and is being led by Lucy Johnston at Edinburgh Napier University. She can be contacted at ljohnston@napier.ac.uk



Please help us raise awareness of these opportunities

Staff Listening and supported tests of change



Circulate the Information to your colleagues and networks.....

Email.....

Co-designing wellbeing huddles



Lucy Johnston,
Senior Research Fellow, Edinburgh
Napier University

l.johnston@napier.ac.uk

Short confidential research interview
about what impacts on intention to
leave (Care Team Members)



Thank You For Listening