

## Somerset Emotional Wellbeing Programme for Staff – Please Read. Training opportunities and Resources

Workforce Wellbeing – Help is at Hand to support the developing Appreciation and Support Culture in Primary Care

- ‘you cannot draw water from an empty well’
- ‘own oxygen mask first’

Our own health underpins our ability to function well (and is easily taken for granted). Health doesn’t happen by accident. Personal health needs sleep, hydration, food, relationships, connection, and other support. We already attend to all these!

- Healthy workplaces depend upon good management, knowledge of all professionals and mandatory training – AND – investment in staff skills, attitudes and practices to contribute to health

When under pressure, we MUST invest to ensure future health and success, as one senior Practice Manager said last month *“We can’t afford the time to do this – but on reflection, we can’t afford not to”*. We are all on the journey from taking workforce health for granted (2000), through DoH reports on ‘Hidden Patients’ ( 2010), to obvious need (2021), towards workforce infused workplaces (2030)

This helps us with Quadrant 2 (important, but non-urgent) planning and work -which is THE quadrant for long-term organisational health ([www.healthandself.care](http://www.healthandself.care) p157). If we don’t spend time in Q2, we either spend lots of effort climbing the daily ladders of effort – only to find we are up the wrong wall - OR – we may spin around in small circles, buzzing, busy, but not always productive

So what new opportunities are available NOW? We suggest you please consider all of these – our team of Lyn Perrett, Stuart Hicks and Heidi Moule are all behind the scenes working to make this work

First - Does your practice have a Wellbeing for Staff Strategy, and a **Wellbeing Lead** (who could be non-clinical or clinical)? Are you able to put time resources into some free training? *(we can’t afford to do this, but we can’t afford not to)*

### **1 Thinking Pitstops (Training opportunity, time limited)**

*“one of the most powerful tools I have ever learnt. Elegant yet simple, it empowers us to slow our thinking and achieve effective change almost effortlessly”- Somerset GP*

A 12 minute crucial strategic pause to support Performance Thinking under Pressure. We can all benefit from this deceptively simple intervention – especially if several people are trained in the practice who share with others and receive one themselves – recommended dose - at least twice weekly for 12 minutes. Training to level 1 (‘rookie’) is 4 hours, which fully equips you to deliver sessions

Suggestion – book at least one person for Wed 3<sup>rd</sup> Nov 0930-1330 and others for Tues 16<sup>th</sup> Nov (lots please!) 0930-1330 – please put date in diary!. One more date later in Nov will be announced soon To enrol on training please email [somccg.icsworkforceteam@nhs.net](mailto:somccg.icsworkforceteam@nhs.net)

2 REACT Training in how to hold wellbeing conversations with staff and colleagues (**Training opportunity**) <https://somersestemotionalwellbeing.org/training-and-elearning/>

3 **Shiny Minds App** (Personal Support and CPD rolled in together) – a personal 24/7 wellbeing and resilience app to support you and your teams – with over 100 science-based masterclasses, help connect and become more self-aware, reduce stress and anxiety, learn the tools and encouragement to help us be kinder to self and others. There's a good one on the Drama Triangle <https://somersestemotionalwellbeing.org/training-and-elearning/> for more info, To sign up for your FREE ACCESS, just complete your details via the following link:

<https://shiny mind.co.uk/wellbeing-app/somerset-ics/>.

4 **Emotional Logic** (**Training opportunity**) – *coming soon* (a powerful framework and toolkit for understanding Loss and Change, and helping resolve it by finding SMART losses and having an action plan) – for interest register with [somccg.icsworkforceteam@nhs.net](mailto:somccg.icsworkforceteam@nhs.net) - more information soon

## Resources

5 **Somerset Emotional Wellbeing Hub** - Website and access to Podcasts  
THE portal for support for all Somerset Health and Care Staff, NHS and others  
<https://somersestemotionalwellbeing.org> full of resources, including...

6 **Colleague Support Line** – staffed by trained Psychologists, 7 days a week, 9-5 - call 0300 124 5595, for help from a trained professional

7 **Somerset Emotional Wellbeing Podcasts** – now up to 50 in total, Drs Andrew Tresidder and Peter Bagshaw discuss a new topic each week – over 10,000 listens from Somerset and around the world, with our most popular being Demystifying the Menopause, Deep Dive into Dementia, and Surviving a Mental Health Crisis  
<https://somersestemotionalwellbeing.castos.com>

Thanks for reading this – we are here to support you

Go Well

Andrew Tresidder 4.10.21