

CTM 2030  
**Ein Hiechyd  
Ein Dyfodol**  
DATBLYGU CYMUNEDAU  
IACHACH GYDA'N GILYDD



CTM 2030  
**Our Health  
Our Future**  
BUILDING HEALTHIER  
COMMUNITIES TOGETHER



# Employee Wellbeing Service

## Employee Wellbeing Service



**Lles yn  
Wellbeing at**  
Cwm Taf Morgannwg

# Employee Wellbeing Services

To access any of our services, please email us at [CTM.WellbeingService@wales.nhs.uk](mailto:CTM.WellbeingService@wales.nhs.uk)



## How might I be

## Supporting self

## Supporting others



I feel well and want to stay emotionally healthy

- Follow us on Twitter and Facebook @CTMWellExp
- Mindfulness one off sessions
- Virtual Reality Headsets to practice relaxation and mindfulness
- Staying Well workshop to maintain daily wellbeing



I am beginning to struggle with my emotional wellbeing

- Management Booths – Individual wellbeing support for managers
- **Menopause@CTM** – Support for people experiencing the menopause
- Healthy Lifestyle course to support weight loss and sustainable lifestyle changes
- Long Covid emotional support Group
- Wellbeing Workshops: Anxiety, Low Mood, Sleep, Unwinding, Stress & Burnout
- 24/7 Vivup telephone helpline – 03303 800 658
- Free on-line resources on [cwmtafmorgannwg.wales/staffwellbeing](http://cwmtafmorgannwg.wales/staffwellbeing) & [www.vivup.co.uk](http://www.vivup.co.uk)
- Reading Well self-help books via CTM Library service and public libraries



I am struggling with my emotional wellbeing

- Referral (self/manager) to Vivup Counselling service – [www.vivup.co.uk](http://www.vivup.co.uk) / 03303 800 658
- Mindfulness based living course – 8 week course
- Work-based Therapy Service to support staff back into their workplace (please see specific criteria on referral form)
- Health for Health Professions Wales helpline (9am-5pm, Monday to Friday) 0800 058 2738 or [www.hhpwales.co.uk](http://www.hhpwales.co.uk)



I am really struggling with my emotional wellbeing: Speak to your GP



**Mental Health Awareness Training for Managers**  
Accessed via CTM.  
MHFAStaffWB@wales.nhs.uk

**Mental Health First Aid training**  
Accessed via CTM.  
MHFAStaffWB@wales.nhs.uk

**How am I, How are you?**  
4-8 hour facilitated learning space offering ideas/ concepts to teams to learn how to support each other at work.

**Wellbeing Team Intervention**  
Support for teams that are struggling

**Management consultation slots**  
A space to discuss the wellbeing of a colleague struggling with their emotional wellbeing



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University Health Board



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# MENOPAUSE at CTM

Managing and leading staff through the menopause sessions

Menopause Cafés

Information

Chillo Pillows

Mindfulness for menopause

Sanitary onsite boxes - 'SOS'

Permission to Pause-menopause support course

Supporting your menopause journey

Please get in touch if you want to book a session or to find out what's on offer through Menopause@CTM or Wellbeing@CTM  
Email: CTM.WellbeingService@wales.nhs.uk



## Men's Wellbeing@CTM



Menopause@CTM

Men's Wellbeing@CTM

Mindfulness@CTM



## LIVING & WORKING MINDFULLY AT CTM

Mindfulness training can help us become more aware of our thoughts and feelings, so instead of being overwhelmed by them we are better able to manage them. Learning simple techniques can improve and enhance personal awareness, insight, relationships and wellbeing.

Living and working together mindfully @ CTM, with awareness, insight and compassion.

Please get in touch with your Wellbeing Service, if we can support you or your team with any of the sessions below:

- '8 week MBLC' (Mindful Based Living Course)**  
8x 2 hour weekly sessions, supporting you to integrate mindfulness into your daily life. Stress management, managing anxiety, interest, improving emotional regulation, Emotional Intelligence and overall wellbeing. Drop in sessions and What's App group available following completion of MBLC. Training on line or in person.
- Monday Midday Mindfulness**  
Drop in one hour session to top up your practice, open to those who have completed the MBLC.
- Compassion Based Living Course**  
2x 8 hour weekly sessions, supporting you to enhance your mindful living with compassion practices which enhance acceptance, gratitude and self-compassion.
- Compassionate Spaces for Listening**  
Join a small group to learn how to create safe spaces with others to talk about our own lived experiences and beliefs, and those of others without judgement or opinion. A space to reflect, re-energise and transform.
- 'Rest, Re-charge and Re-connect' Session**  
Two hour session supporting you to take some time for yourself, build emotional resilience and understand the causes of anxiety and stress. Learn basic skills to enhance wellbeing.
- 'My Care - Your Care' Workshop**  
Understanding the components of compassion and why self-compassion is essential, especially in the health care environment. Learn to manage emotions, thoughts and sensations with compassion based mindfulness practices, resources and an APP. Time for you!
- One hour 'Take a Breath' Session**  
Time to quieten the mind and ground the body, learn some basic mindfulness techniques to use in everyday life.

Please email  
CTM.WellbeingService@  
wales.nhs.uk





## Wellbeing Initiatives

April 2021 to March 2022

### Support for Self

**62**

staff engaged in Back to Base/ Work Based Therapy Service  
100% returned to work  
100% report reduction in difficulties

**16**

staff attended Exceptional Circumstances therapy – 134 sessions provided

**26**

staff engaged in Management Booths (launched Jan 2022)  
"As a manager it is easy to neglect yourself and put everyone else first, it helps to have strategies to manage your own wellbeing."

**69**

Mindfulness Based Living Course  
93% reduction in anxiety, depression, stress

**215**

Menopause support in October

**20**

Menopause cafes (launched Nov 2021)

**44**

staff regularly attended Long COVID Group  
"I was in a deep dark hole, all alone and nowhere to turn, when you reached out your hand and showed me I'm not alone ... Without you I may not be here"

**11**

participants engaged in Permission to Pause – Launched Feb 2022

**82**

staff borrowed a virtual reality headset

**126**

Wellbeing drop-ins / debrief sessions

**102**

sites with provision of SOS boxes

### Training Workshops

**26** staff attended  
Recognising and understanding Anxiety  
100% said that they feel more equipped to recognise and manage anxiety after the workshop

**21** sessions delivered  
Staying Well Workshop – Approx 168 people attended

**11** staff attended  
Unwinding after work

**34** staff attended  
Stress, Burnout and Trauma  
100% said that they feel more equipped to recognise and manage sleep problems after the workshop

**23** staff attended  
Understanding Low mood  
100% said that they feel more equipped to recognise and manage low mood after the workshop

**26** staff attended  
Understanding and improving sleep  
100% said that they feel more equipped to recognise and manage sleep problems after the workshop

**8** completed  
Healthy Lifestyles course (Launched Feb 2022)  
100% report improved self esteem, average weight loss 10lbs per person over 10 weeks

### VIVUP Activity Data

**658**

incoming calls from new users

**348**

completed assessments for counselling

**305**

new staff taken on for counselling

**1,290**

counselling sessions provided

**140**

Self Help workbooks downloaded

**95%**

staff completing counselling show a reduction in difficulties – Clinical outcome data

### Support for Others

**77**  
Wellbeing Activists

**200**  
participants in wellbeing focus groups

**89**

staff attended Team interventions  
"Good session, lot of information given. Being able to speak openly about feelings and realising what a fab team we are"

**14**

Manager support and consultation slots (Launched Nov 2021)  
"Very helpful session that allowed me to provide tools to my staff".

### Training Workshops

**99** staff attended  
Mental Health Awareness Training for Managers  
• 88% said they feel better equipped to have wellbeing conversations with staff after the training  
• 90% said they feel more informed about wellbeing services available to staff

**91** staff trained  
Mental Health First Aid  
• 100% said they feel better prepared to support someone in emotional distress

**69** staff attended  
Peer support training

### Contact

Email: [CTM.WellbeingService@wales.nhs.uk](mailto:CTM.WellbeingService@wales.nhs.uk)

Website: [cwmtafmorgannwg.wales/staffwellbeing](http://cwmtafmorgannwg.wales/staffwellbeing)

## Draft Financial Wellbeing Care Pathway

If financial concerns are impacting your emotional wellbeing, please visit (insert link to Employee Wellbeing Care Pathway) for more information about available support.

### I want to learn how to manage my finances well

#### Free courses for CwmTaf Morgannwg UHB staff.

- If you would like help to gain greater understanding and confidence in managing your finances, the Affinity – Focus on your Finances Course covers information about budgeting, borrowing, pensions, mortgages, tax, savings and investments.
- For those soon to retire, the Affinity Preparing for Retirement Course guides you through the key financial issues you may need to consider. To book a place on either course email [bookings@affinityconnect.org](mailto:bookings@affinityconnect.org)
- The Money Helper Couch to Financial Fitness on line course is a step by step plan to build your confidence in dealing with money and is available here [MoneyHelper's Couch to Financial Fitness - Money Helper](#)
- There is also an online course which explains the basics around employment, understanding tax and national insurance, employee benefits and salary sacrifice schemes which can be found at [Employment | Help with employment-related issues | MoneyHelper](#)

#### Budgeting Support

- Guidance on saving money on household bills and how to live on a budget is available here [Budgeting | MoneyHelper](#)
- A free online budget planning tool to work out how much money you have coming in, and what you are spending it on, is available here [Budget Planner | Free online budget planning tool | MoneyHelper](#)

#### When your personal circumstances change

- On line advice on how changes in family life (e.g. becoming a parent / divorce / children going to university/ care for the elderly etc) can impact your financial wellbeing can be accessed here [Family & care | MoneyHelper](#)

#### Pensions Advice Salary Sacrifice scheme

Cwm Taf Morgannwg University Health Board operates a scheme which allows staff to save Tax and National Insurance on the first £500 worth of pensions-related Financial Advice, each tax year, when offered through a salary sacrifice scheme. More details are available at- [Pension Advice through Salary Sacrifice](#)

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### I want to maximise my income

#### Information and advice on claiming state benefits

If you need to know more about what benefits you may be entitled to claim, on line advice is available at the following sites [Benefits | MoneyHelper](#) or <https://www.entitledto.co.uk> or <https://www.turn2us.org.uk>

#### Financial support for people with cancer

MacMillan Cancer Support provide advice for staff with cancer and their families, either through the National Macmillan Cancer Support Line 0808 808 00 00 or we have two McMillan Welfare Benefits Advisors on site, Tony Green, McMillan Welfare Benefits Advisor based at RGH based – 07766924226 or Shirley Melly, at PCH - 01685 721721 ext 26995

#### Financial support for people living with a long term physical or mental health condition

If you have a long term physical or mental health condition which impacts everyday living, advice on state benefits including Personal Independence Payments (PIP), and grant applications is available at <https://www.gov.uk/pip>

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If financial concerns are impacting your emotional wellbeing, please visit (insert link to Employee Wellbeing Care Pathway) for more information about available support.

### I need some guidance on managing my finances

#### Free and Impartial Financial Guidance

Free and impartial financial guidance is available for NHS staff, from the NHS telephone support line - 0800 448 0826. Monday to Friday, 8am to 6pm.

#### I am losing my job / being made redundant

Online financial information related to losing your job is available at [Losing your job | Help with redundancy | MoneyHelper](#) This provides guidance to help you understand redundancy pay and advice on how to budget when you are not working.

#### Avoiding Scams and what to do if you have been the victim of a scam.

Tips to spot and avoid being scammed are available here, along with help on what to do if you believe you have been the victim of a scam. [Scams | MoneyHelper](#)

## Draft Financial Wellbeing Care Pathway

If financial concerns are impacting your emotional wellbeing, please visit (insert link to Employee Wellbeing Care Pathway) for more information about available support.

### I am in financial difficulty and need help

#### Managing Debt

Support and advice to help you take control of debt, and information on how to borrow affordably, is available at [Dealing with debt | MoneyHelper](#). This shows you how to speak to the people you owe money to and gives tips to help you pay pack your debts in the right order. If you need help to find free advice on managing debt, a debt advice locator is available here [Use our debt advice locator | MoneyHelper](#).

#### I am struggling to pay my bills

The Citizens' Advice Bureau provide specific support and advice on what to do if you are struggling to pay your bills, are behind with your rent or mortgage payments or have credit card debts. That can be found at [Get help with bills - Citizens Advice](#)

#### Available grants and Financial assistance from Charities

A range of charitable organisations are able to provide assistance. Details can be found here- [NHS England » Financial wellbeing support](#)

#### Support from trade unions

If you are a member of a trade union, help may also be available to you in the form of a grant. The following organisations provide hardship schemes

Unison <https://www.unison.org.uk/get-help/services-support/there-for-you>

RCN [Hardship Grants | RCN Foundation | Royal College of Nursing](#)

Unite: <https://www.unitetheunion.org/why-join/member-offers-and-benefits/member-offers/benevolent-fund/>

#### I need help with gambling

Help is available from the Citizens Advice Bureau if gambling has become a problem for you. This can be accessed at [Get help with gambling problems - Citizens Advice](#)

#### My finances are being controlled by someone else

If someone close to you is controlling your money or how or what you spend your money on, or if you think someone you know may be being financially abused, support is available 24/7 at Live Fear Free Helpline – call 0808 8010800, Text 07860077333, email [info@livefearfreehelpline.wales](mailto:info@livefearfreehelpline.wales) or go to <https://gov.wales/live-fear-free>



## Physical Wellbeing

- 85% of CTMUHB staff live within the Cwm Taf Morgannwg region, therefore population level data is broadly representative of our staff.
- Higher % of the CTM population are overweight (64% compared to 60% Wales average). 27% of adults are obese (CTM, 2021).
- A recent survey of the nursing and midwifery workforce in Wales reported a range of physical and mental wellbeing challenges facing staff. This included, 39% reported physical inactivity and 69% reported not eating at least 5 fruit or vegetables daily (Gray et al, 2020) .
- Economic analysis to support the development of NICE guidance on physical activity in the workplace found that physical activity counselling and fitness programmes were cost effective (Bending & Hutton, 2008).
- Clear link between physical exercise and improved emotional wellbeing

Sources:

Cwm Taf Morgannwg University Health Board (2021). Annual Report and Financial Statements 2020- 2021. Available from: <https://senedd.wales/media/bq2ab52e/agr-ld14372-e.pdf>

Bending M, Beale S & Hutton J (2008). An Economic Analysis of Workplace Interventions that Promote Physical Activity. NICE PHIAAC Report. York Health Economics Consortium

Gray BJ, Bright D, Bolton S and Davies AR. (2020). Towards a healthy and sustainable workforce for the future. The current health and wellbeing of the nursing and midwifery workforce in Wales. Cardiff: Public Health Wales NHS Trust





## Physical Wellbeing – Next Steps

- Current Scoping Exercise to discover
  - What initiatives already exists for staff?
  - What new initiatives would be of interest to staff?
  - When is the best time to offer these?
  - Who would be interested in partnering with the Wellbeing Service as Physical Health Activists / Champions.
- Currently investigating local activity providers / schemes
- 2030 Engagement Session planned for 25<sup>th</sup> May with Paul Mears (CEO)



# Wellbeing Service



## Thank you

Find us on



@CTMWellExp

