

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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# 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

**69**

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

**11**

participants engaged in Permission to Pause – Launched Feb 2022

**16**

staff attended Exceptional Circumstances therapy – 134 sessions provided

**215**

Menopause support in October

**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"

**126**

Wellbeing drop-ins / debrief sessions

**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."

**20**

Menopause cafes (launched Nov 2021)  
"It was great to connect and talk to others who are experiencing similar/same symptoms and definitely helps to overcome embarrassment I feel about this stage of life."

**82**

staff borrowed a virtual reality headset

**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

**Approx. 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)

# Financial Wellbeing

- Internal and external sources of financial wellbeing support have been collated into a stepped approach under the following categories
  - I want to learn how to manage my finances well.
  - I want to maximise my income
  - I need some guidance on managing my finances
  - I am in financial difficulty and need help
- This needs to go out for wider consultation.
- Once agreed, this information will be made available on the new Wellbeing Service web pages when completed but, in the interim, will be made available in a Care pathway format.



## 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

