

## Project Aim

The initial aim was to establish any issues in relation to staff well-being. This was gathered using an adapted version of the work-positive questionnaire and this was followed up with staff focus groups.

Now the initial data has been gathered, the following aim has been agreed:

Improve staff wellbeing in CAMHS / PT etc. by 20% by Nov 2019 (this would be based on the yearly survey and a monthly one with a likert scale based on IHI work)

IHI monthly survey questions:

- Overall, NHS FV is an excellent place to work.
- I believe NHS FV is going in the right direction.
- My immediate supervisor cares about the work that I do.
- I feel comfortable bringing up problems and tough issues.
- I feel that people at NHS FV respect and take into consideration all views expressed.

There will be a larger scale evaluation of this project. The work positive questionnaire will be repeated approximately 12 months after it was implemented first time – and should give approximately 6 months of implementing action plans and focus groups will be repeated by the end of the year (2019).

## Why is this important?

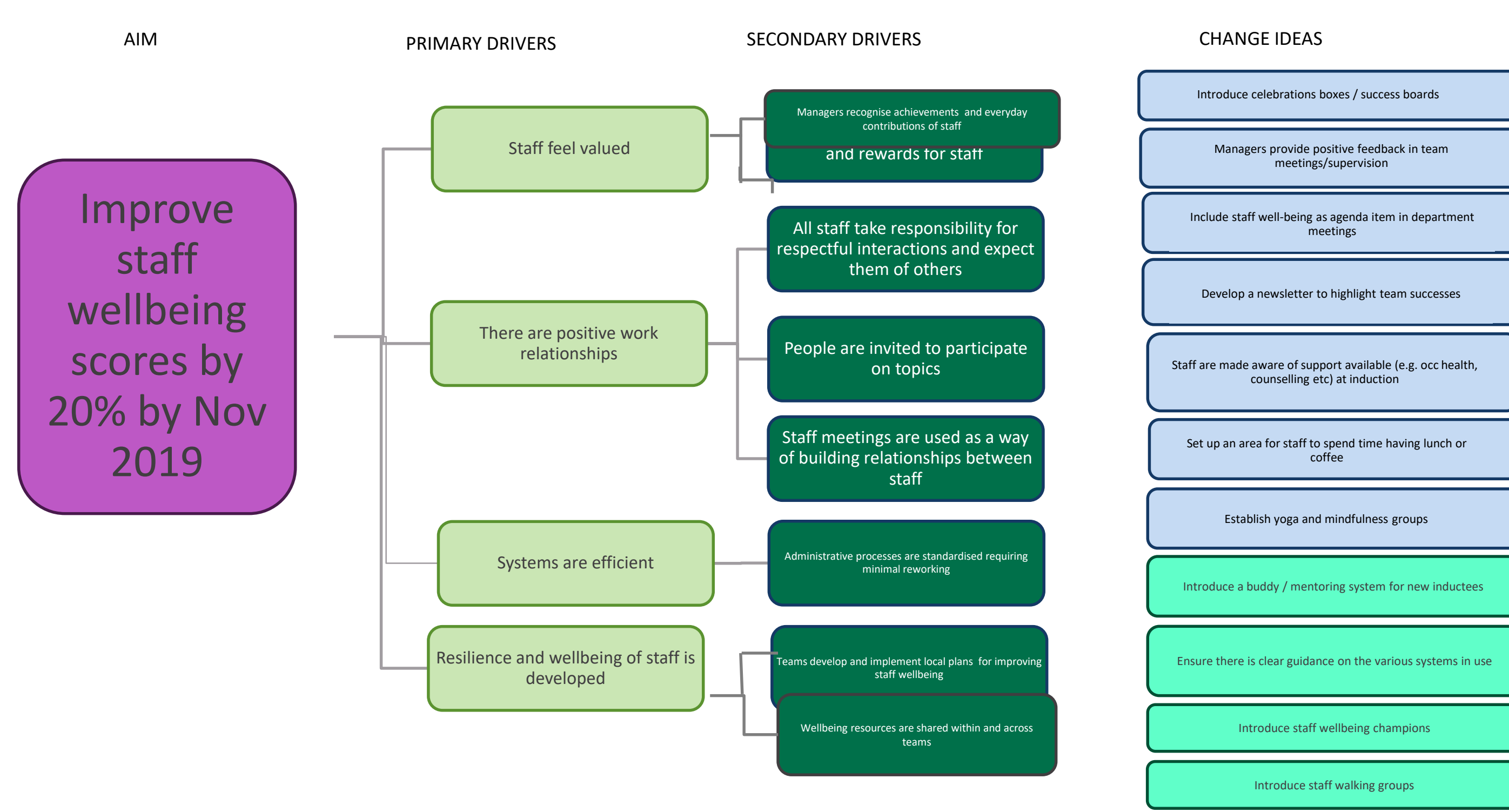
By improving staff well-being, we are investing in our staff. A healthy and happy work-force leads to better engagement, and a more productive work-force.

Improved staff well-being will have a positive impact upon the delivery of psychological therapies by reducing staff sickness and stress.

## Tests of change/PDSAs/Testing

Staff champions from each team were identified. Their remit is to develop team well-being plans. We have developed a minimum evaluation data set and this has been piloted in two teams to see if it works and is feasible.

## NHS Forth Valley PT team well-being project



## Quality Improvement

We arranged a QI session for staff champions so that they can use methodology to evaluate their own team plans. We set up a shared drive for all well-being resources.

## Examples of well-being suggestions

- Lunch time walking groups.
- Opportunities to spend more time together as a team –bring and share lunches once a month.

## Where next?

Roll out the monthly rating scale for all teams. Collect scores and review at each steering group meeting.

Encourage more teams to develop well-being plans and submit onto shared drive.

Repeat the work positive questionnaire across the entire board.