

# An initiative to improve staff well-being in the Wandsworth Community Neuro Team

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## Aim

To improve the well-being of team members, to increase job satisfaction and a greater sense of being valued

## Actions

- Two team members became Trust Well-Being Champions
- A well-being committee was set up to evaluate team well-being levels and decide/implement actions.
- A survey was sent to all team members.
- Following the survey results, the team implemented well-being Thursdays (including team brunch, exercise sessions, socials, shared lunch) and ensured the annual team away day had a particular well-being focus.
- A follow up survey was distributed to team members 5 months after the original initiatives were implemented.

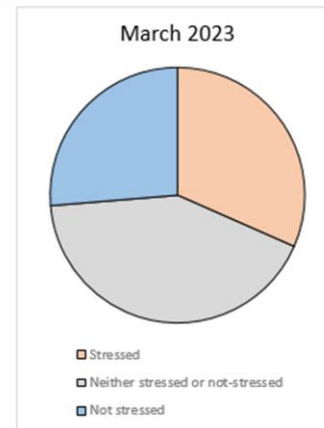
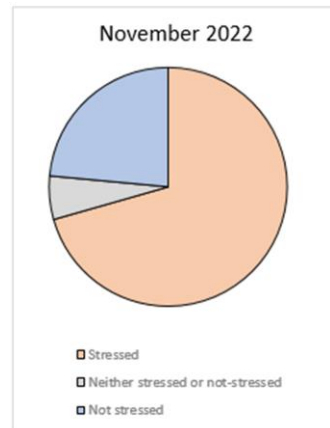
## Background

Despite a return to 'business as usual' after the COVID-19 pandemic, it became clear that the impact of the last 2 years had taken its toll on staff in the community neuro team. The pressure to meet increasing waiting list demands and a sense of guilt for patients' having missed out on their usual therapy has meant that staff were mentally and physically exhausted.

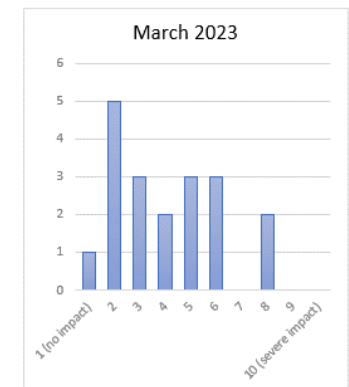
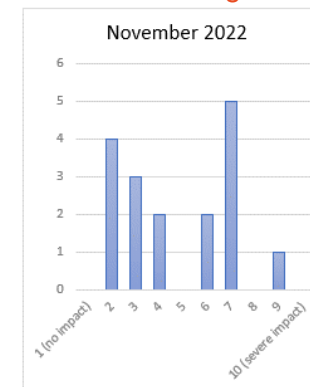
It was agreed that we needed an initiative to prioritise Staff well-being and to integrate improved support within the team.

## Key Survey Results

### Perceived Level of Stress:



### How much does work negatively impact on mental health/well-being:



## Conclusion/recommendations

This initiative has provided an enhancement in the team's well-being with a greater sense of support and team cohesion. Team members state they have reduced stress levels and have valued the integration of well-being into the Team's ethos. Future initiatives are to share the survey with other teams in the Trust and for the well-being champions to broaden their network of support to other community teams.