

# Everyone's Wellbeing Matters:

Connecting staff, families and community through wellbeing initiatives in the workplace and community



*Child and Family Service Team Afternoon Energiser Session*

“everyone matters”

“with compassion”

“connected”

“better, best, brilliant”

## Why Wellbeing Matters:

- Improving everyone's wellbeing at work is vital as stress, busyness, service changes and workload continually increase.
- Happy healthy staff create fun, productive, high retention teams; improving patient/clients, whanau experience and business outcomes (evidence-based).
- The Child and Family Service (C&F) have experienced many changes in the service over the past few years; focusing on wellbeing has been key.

(C&F team: Health Promoting Schools Advisors, Public Health Nurses, Vision & Hearing, Healthcare Assistants, Administration, Team Leaders, Social Worker, Medical Officer)

*"A fundamental way to better healthcare is through healthier healthcare workplaces"<sup>1</sup>*

## Objectives:

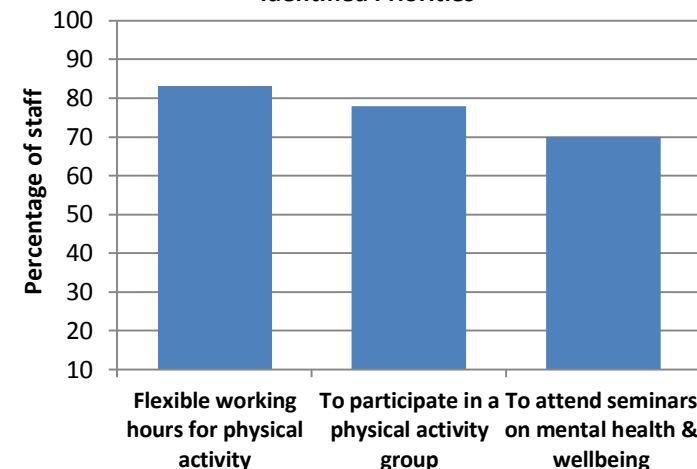
- To identify C&F and Waitemata DHB (WDHB) staff health and wellbeing priorities and use a community development approach to address these priorities.
- Create opportunities for staff to engage and initiate healthy workplace activities during and after work; including family, health agencies and the community.

## Health & Wellbeing Survey Identified Priorities:

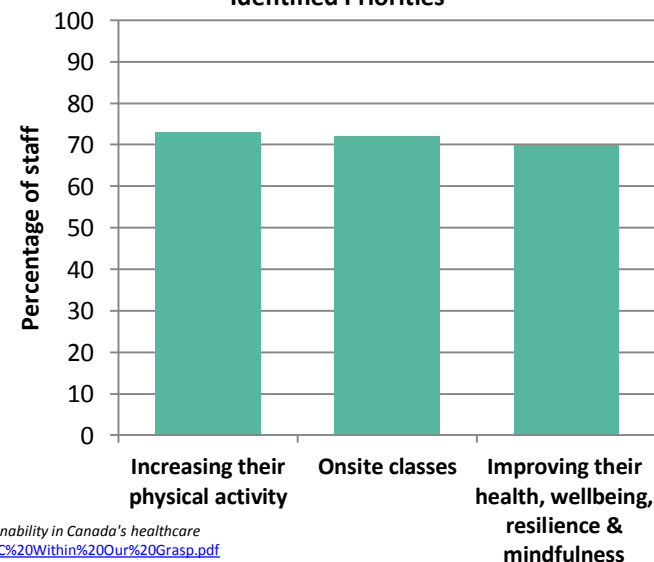
- Survey responses collected and analysed from 23 C&F and 631 WDHB staff (WDHB highest survey response!)
- Similar wellbeing priorities were evident:**  
**78% of C&F and 74% of all staff want wellbeing activities**



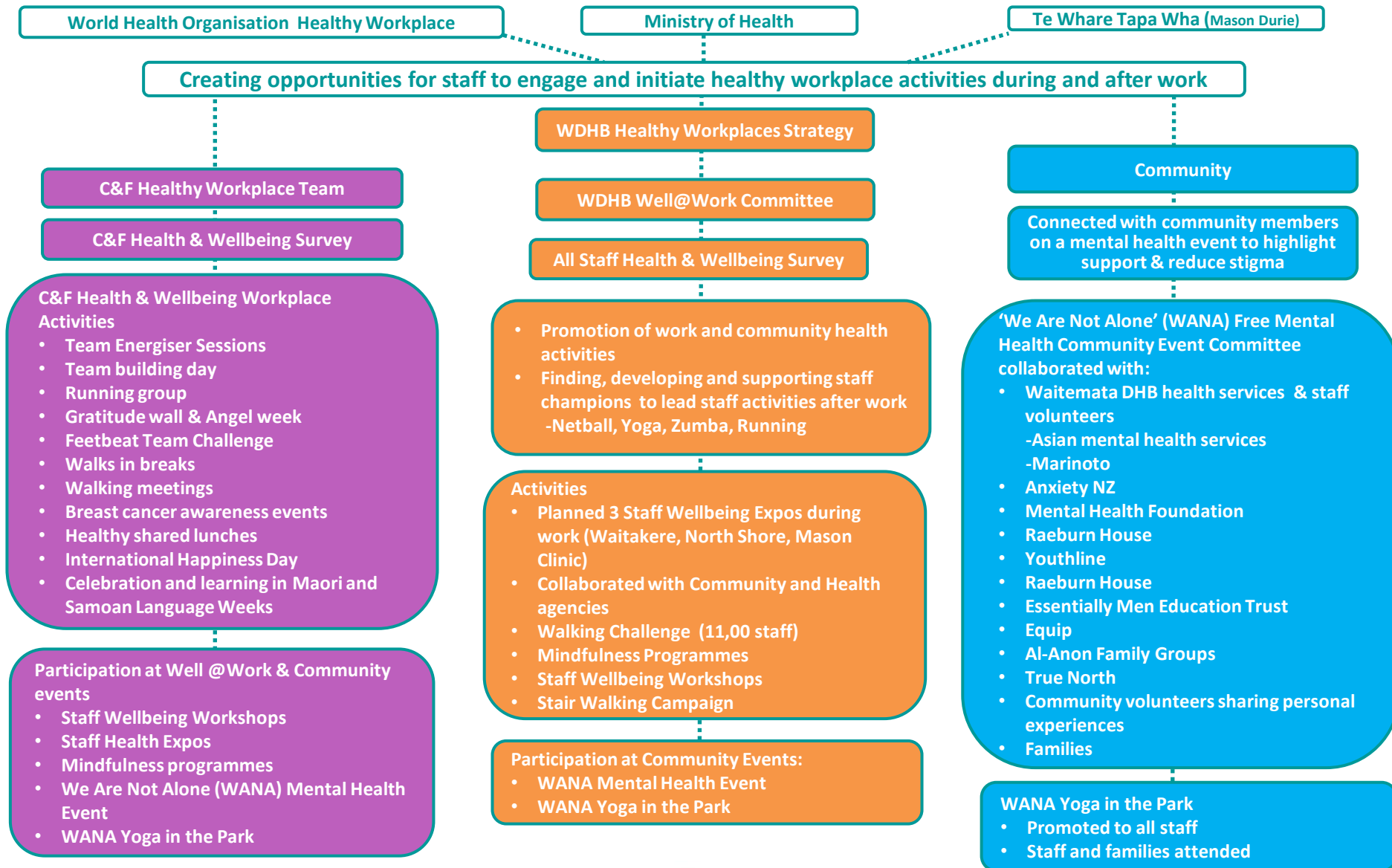
**Child & Family Service Health & Wellbeing Survey  
Identified Priorities**



**Waitemata DHB Staff Health & Wellbeing Survey  
Identified Priorities**



# Diagram Showing: The Connection Between Health & Wellbeing Activities For C&F, WDHB Staff, Families & Community





# Health & Wellbeing Activities



C&F Team Building Day



C&F Walking Meeting



Free smoothies and massages at Staff Wellbeing Expos



Collaborative Community Driven WANA Mental Health & Yoga Events

# Staff Feedback

*"Activities for the healthy workplace initiative have been a good way of engaging the team and bringing them closer together"*

*"More active with the steps group"*

*"It was good to encourage the family to engage also"*

*The "revive" sessions in the afternoon have been particularly useful in energising practitioners at a time when energy is naturally waning, providing a break from desk work and a change of posture and creating movement. The exercises have encouraged laughter and a little team fun, which has helped to create a better team awareness and a sense of togetherness. This has been so valuable for our team!"*

*"Motivating and supporting physical exercise celebrating culture"*

*"Being away from our desk for a few minutes with a great result of deep breaths, stretching and shaking muscles is a nice feeling! Feel fresher, lighter and happier afterwards"*

*"Enjoy having a good laugh with other colleagues. Good encouragement to do the exercises"*

*"Team connectivity as well as improved physical health"*

*"Sharing special moments, uplifts my soul and puts a smile on my face"*



Child & Family Team Building Day

## Wellbeing Initiatives Are Vital, Having Positive Impacts:

- ✓ Increased C&F staff mood, team morale, energy and productivity
- ✓ Increased staff awareness on addressing wellbeing priorities through attending wellbeing workshops, expos, mindfulness courses, team building and fitness sessions
- ✓ Staff actively participating and starting to lead wellbeing initiatives
- ✓ Links made to collaborate with internal and external health and community agencies
- ✓ Staff participating with friends and family and volunteering at community driven health events

## Objectives Met:

- ✓ Identified C&F and WDHB staff health and wellbeing priorities and used a community development approach to address these priorities
- ✓ Created opportunities for staff to engage and initiate healthy workplace activities during and after work; including family, health agencies and the community

## Moving Forward:

- Within the C&F Service further staff leadership on wellbeing activities to be strengthened
- We need collective leadership. Having more wellbeing leaders in WDHB will ensure sustainability and that larger numbers of staff have access to wellbeing initiatives benefiting the staff, organisation, patients/clients and whanau; **Everyone's Wellbeing Matters.**

## WDHB Values

"everyone matters"



"with compassion"



"connected"



"better, best, brilliant"



*"...creating healthy and supportive workplaces is no longer a nice to have, it's a must-do"<sup>2</sup>*

## Acknowledgements:

Child & Family Service, Well@Work Committee, Health Promoting Schools Team, True North, Local Health Agencies & Community Volunteers.

2. Stevens, S. (2015) NHS England » Simon Stevens announces major drive to improve health in NHS workplace. <http://www.england.nhs.uk/2015/09/02/nhs-workplace/>



**Waitemata**  
District Health Board  
Best Care for Everyone