

Nikki Thomas-Roberts

Wellbeing Development Practitioner
Cwm Taf Morgannwg UHB

Why we signed the pledge

Cwm Taf Morgannwg University Health Board (CTM UHB) signed the Time to Change Wales Pledge on October 10, 2022. This day was especially important to us, as it was World Mental Health Day. Staff from all over the organisation joined us to share their stories, connect and celebrate the signing of the Time to Change Wales Employer Pledge by our Chief Executive.

Our aim in CTM is to raise awareness and celebrate the robust work already going on across the organisation in terms of reducing mental health stigma, taboo, shame and difficulty associated with difference. Whether the difference is ethnicity, neurodiversity, age, gender, disability, ability or any other characteristic. CTM UHB wants to publicly declare and pledge our commitment to working together with the aspiration that Cwm Taf Morgannwg becomes an organisation that welcomes diversity and celebrates difference. We are committed to making mental health and wellbeing a priority for everyone here at CTM.

We know that feeling different, feeling that you do not belong or aren't respected has a huge detrimental impact on an individual's wellbeing, it also damages the organisation. We know that staff wellbeing and the quality of patient care are directly linked, and to maintain safe and effective care for our patients it is essential that our staff feel valued, respected, appreciated and supported. The culture we are cultivating needs to be psychologically safe in order to learn, ask questions, make suggestions, and challenge poor practice.

In collaboration with many different functions within CTM and in alliance with Time to Change Wales, CTM's Employee Wellbeing and Experience team, part of the People Directorate at Cwm Taf Morgannwg UHB are passionate about promoting positive emotional wellbeing and experience and supporting our staff when they are struggling.

**We want CTM to be a great place to work.
We want our employees to love where they work, find purpose,
meaning and to enjoy what they do.
We want our employees to feel that they make a positive difference.
Together, we are creating a culture where we are free to be our best
selves.**

How to promote mental health awareness

Our wellbeing service is an evolving and organic service – data from our staff surveys, employee wellbeing and employee experience roadshows and daily interactions with staff, help inform and develop meaningful courses and sessions which are meeting staff needs.

We want to ensure that all staff members are aware of our wellbeing service and all that we offer. To support this, we have grown and developed movements of staff who initiate wellbeing activity in their own areas. Our valued 'Employee Wellbeing and Menopause Activists' promote, inspire and connect wellbeing services and are proactive in developing wellbeing activity locally. Our activists are encouraged to undertake Time to Change Wales Champion training and are well supported with bespoke activities and development opportunities.

In terms of wider organisational mental health awareness, we use Twitter and Facebook to promote our services and to also raise awareness more generally about wellbeing and mental health.

We already have a wide range of services available to promote positive emotional wellbeing in the workplace but are always reviewing what we offer to ensure that they meet the needs of our staff. We do this by consulting with staff groups, trade unions managers, and our network of Wellbeing Activists, and also by conducting an annual wellbeing survey of all staff.

As a result from our October 2022 staff survey results, we introduced a Barriers to Exercise course as few of our workforce are engaging in the recommended levels of activity per week. We are also developing a 10 week Stress, Anxiety and Burnout therapeutic group to provide a higher intensity intervention for those who are struggling, to sit alongside our existing suite of more preventative wellbeing workshops. We will look to repeat our wellbeing survey in May 2023.

In May 2023, we are launching a CTM Big Team Challenge initiative to encourage staff to increase their levels of physical activity by taking part in a virtual walk around the Welsh coastline. Recognising the positive impact of exercise when it comes to emotional wellbeing, the aim is to provide a motivating and fun activity that will also help to strengthen relationships within teams.

We already have a men's wellbeing initiative and several menopause services available to staff, but we are looking to launch a general women's wellbeing support group in the summer along with scoping services that will specifically target the needs of our younger members of staff. In addition, we are due to launch a "Do Life Together" weekly drop-in group session for anyone who is in need of emotional support.

Finally, we are planning some additional guidance to managers on how to promote and support the emotional wellbeing of the staff whom they manage.

How this helps the workplace

Short term plan April '23 – October '23

- Courses amended and adapted according to data/themes and trends.
- Building robust Employee Wellbeing and Menopause Activist connections and developing the Activist role.

Medium term plan October 2023-24

- Developing our Wellbeing and Employee Activist Movement to ensure there is consistent spread over all sites.
- Ensuring all Activists take up recommended training and support.
- Share Activists stories and wellbeing activity with the wider organisation via internal communications e.g., employee portals and e-newsletters.

Long term plan October 2023-26

- Our aspiration is to train at least one member of staff in every department across the organisation to become a Mental Health First Aider (or equivalent) and a Time to Change Wales Champion, as well as a trained Employee Wellbeing and Menopause Activist.
- 'Pathway to Wellbeing' initiative to proactively encourage conversations, actions and inspire each and every employee to be aware of and enhance their own wellbeing.
- Connect Pathway to Wellbeing to wider organisation in terms of Learning and Development.
- Share frequent Time to Change Wales resources and information through our CTM internal communications platforms.
- Encourage CTM staff to become TtCW Champion and to share their stories.