



EMPLOYEE HEALTH & WELLBEING SERVICE

Occupational Health
Occupational Physiotherapy
Employee Wellbeing

Supporting staff wellbeing- advice for managers



Staff from Cardiff and Vale UHB have produced a series of advice resources for managers:

- For managers supporting their team around the loss of a staff member of long-term patient: please see [‘Guidance for line managers around grief’](#)
- [End of shift checklist](#)
- [Tips for how managers can protect the psychological wellbeing of their teams](#)
- [‘How to huddle’](#) provides advice on checking in with staff at the start and ends of a shift
- [Managers’ checklist for supporting staff](#)

Training opportunities: learning to communicate about mental health

[Future Learn - Psychological First Aid Training](#) is available to all staff using the link below. The training is designed to help individuals and teams to help people with whom they are in contact to cope with the emotional impact of COVID-19.

REACTMH[®] conversation training: this training is designed to equip NHS managers, supervisors and those with caring responsibilities for NHS people to confidently hold supportive and compassionate mental health and wellbeing conversations, during and beyond COVID-19. [Find out more about REACTMH[®] conversation training.](#)

[Zero Suicide Alliance provides training](#) on how to respond and react when you feel someone may be feeling suicidal.

Stress Risk Assessment: If you are concerned about a staff members’ stress levels, completing a [stress risk assessment](#) can be a useful way to find out how you can support your staff member to feel less stressed in work. In addition to a stress risk assessment guide which provides useful suggestions and ideas. If you are conducting an SRA, it is important to give your staff member opportunity to prepare, so that they can take an active role in the process. The **Employee Wellbeing Service** runs regular [‘Stress Risk Assessment for Managers’ workshops](#), where you can learn more about stress and conducting a stress risk assessment.



Signposting:

HEIW have provided a [range of wellbeing resources](#) including a series of FAQs for managers and staff.

Employee Wellbeing Service If a staff member is struggling with their mental health you can suggest they refer themselves to the Employee Wellbeing Service, where they can access resources, guided self-help and counselling. The service only accepts self-referrals.

Call: 02920 744465 or **e-mail:** employee.wellbeing@wales.nhs.uk

Health for Health professionals Wales is providing [free psychological and mental health support to all NHS staff in Wales](#).

The **Samaritans** have introduced a confidential NHS staff support line, free to access from 7:00am-11:00PM, seven days a week.

Call: 0300 131 7000. Alternatively, you can text **FRONTLINE** to **85258** for support 24 hours a day via text.

C.A.L.L (Community Advice and Listening Line) is a free confidential listening and emotional support service. Anyone concerned about their own mental health or that of a friend or relative can access the service 24 hours a day, 7 days a week. **Call: 08000 132737 or Text: 81066**

