
Staff Health & Wellbeing Executive Summary

Health Intervention Team



November 2021

CARDIFF & VALE UNIVERSITY HEALTH BOARD

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EXECUTIVE SUMMARY

Introduction

The Health Intervention Team were appointed to identify proactive interventions to support and enhance the wellbeing of staff within CAV UHB.

What has happened?

A 6-month consultation process has taken place to understand the underlying influences on staff wellbeing whilst at work. Consultation included interviews, focus groups, wellbeing survey, network forums and informal insight gathering. The staff survey gained 1,077 responses between June-September whilst the in-person consultation has engaged with approximately 300 people.

Why was that approach applied?

It was agreed that in order to truly understand which interventions would be suitable and impactful, it was necessary to engage with and understand staff experiences.

What were the findings?

It is evident that one-off short-term interventions do not sustain wellbeing. Feeling respected and valued is biggest contributor of staff wellbeing in addition to accessing development opportunities, receiving a genuine thank you from management and respecting and encouraging annual leave. Six key themes emerged from the data and will form the basis of the HIT team's priorities:

1. Wellbeing - Integrated, accessible & normalised

2. Respect - Multidirectional & embedded
3. Management and leadership - Supported, effective & visible
4. Training and education - Prepare, develop, accessible
5. IT & communication - Clear, fair & consistent
6. Facilities and environment - Modern & fit for purpose

From a COVID-19 perspective, Deployment, Disconnect and Communication were the key areas staff felt affected them most. These areas are being highlighted as an opportunity to learn from the pandemic and improve the staff experience.

What's next?

A detailed operational plan will be devised to address each area with relevant personnel, timelines and actions identified specifically for each recommendation and will form part of the People and Culture Plan. Where there are UHB wide recommendations, it will be imperative that each Clinical Board and/or department are empowered to embed it in the most suitable and effective way to suit their staff needs.

The actions that will be developed from this report of recommendations will feature as part of the CAV UHB's People and Culture Plan 2021-2023 and will be accountable to the Health and Wellbeing Group for the UHB. In order to deliver on these findings, the team will need to be integrated and supported by other departments and groups across the UHB.