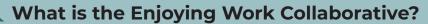




## The Enjoying Work Collaborative



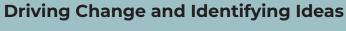


- A national quality improvement (QI) programme led by the Royal College of Psychiatrists' National Collaborating Centre for Mental Health (NCCMH)
- 46 teams, across England and Wales, working together for 12 months (May 2021 May 2022)
- Aim: To enhance staff wellbeing and create joy in work
- It will use tried and tested QI methodology to achieve this aim and draw on the Institute for Healthcare Improvement's (IHI) <u>Joy in Work framework</u>. It will also incorporate learning from Trusts in England who have already improved wellbeing based on this framework.

## **Working together**

Each team on the collaborative is allocated a **skilled and experienced QI coach** who will support you to **test ideas** to improve wellbeing and joy, **collect data** to understand the impact of changes and help you overcome barriers to the work.

In addition, all 46 teams on the collaborative will be invited to meet together **six times a year at learning sessions** designed to share ideas and take inspiration from each other.



To drive change successfully each team will need:

- a multidisciplinary core project group, including a named project lead and senior sponsor
- to meet regularly
- to **attend** the learning sessions.





QI coaches will work with their teams to **prioritise their key** areas of focus and to think about what **specific and tangible changes** could help improve their joy in work. Each team will be provided with a starting point that can be adapted to your own context. For further inspiration, some examples can be found from East London Foundation Trust's <u>'Enjoying Work'</u> programme.

## **Data Collection**

At the end of the 12-month collaborative, we hope to meet our aim by seeing improvement across **3 measures**:

- People who have enjoyed being at work on a frequent basis
- People who **experience no symptoms of burnout** at work
- People who are extremely likely to recommend their team as a place to work.

Each team will be asked to collect the following data:

Responses to:

- 1. an in-depth validated survey at the beginning of the collaborative to establish a baseline.
- 2. a weekly survey of 3 questions designed to measure joy in work, symptoms of burnout and recommending your team as a place to work. These surveys will be administered using a platform called ImproveWell, on either an app or browser version.
- **3.** a **repeat of the baseline survey** at the end of the collaborative enabling a comparison to be made.