

The COVID-19 Good Day Survey: happiness at work amongst staff and influential factors in a community-based team for people with learning disability during the COVID-19 pandemic

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Introduction

The changes brought to everyday life for people in the UK by the COVID-19 pandemic has been widely reported. Amongst these were changes to ways of working for members of clinical teams with potential effects for staff wellbeing. We report findings from one community-based team for people with learning disability that moved from working predominantly onsite to working almost exclusively from home.

Methods

An online survey consisting of two parts was regularly sent over three months. The first part asked if participants were having a good day with only a binary yes/no answer possible. The second part offered blank space for participants to freely write anything they wished. The results were collated for simple analysis.

Results

An average of 15.78 responses per survey was received. The average proportion of respondents who had a good day in May was 78.34%, in June it was 71.49% and in July it was 65.12% (fig 1). Qualitative responses were extracted into positive and negative factors and grouped post hoc into themes (table 1). Some factors were cited more frequently which gave certain themes more prominence over others.



Figure 1 Percentage of respondents who reported having a good day over time

Conclusions

Staff happiness at work decreased as the pandemic progressed. Interpretation of free text responses suggested that some factors influencing happiness were more prevalent than others. If remote working continues in the longer term team leaders who are concerned about staff wellbeing and wishing to prioritise their addressment of the factors influencing this may find guidance from these results.

Positive			Negative		
External Factors	Weather and non-work factors	37.65%	Work Factors	Work pressure and anxiety	55.43%
	End of week/Shortened week/Annual leave			Equipment and IT issues	
Work Factors	Feeling productive	34.71%		Lack of breaks	
	Interesting day		Drawbacks of remote working	Feeling demotivated	
	Manageable workload		22.83%	External Factors	Anxiety about coronavirus
	Took a break			Effects of isolation	
Supportive Factors	Benefits of remote working	21.18%	Weather and non-work factors	17.93%	
	Feeling supported		Supportive Factors		Feeling unsupported
	Feeling part of team		6.47%	Attended wellbeing session	3.80%
Personal Factors	Good health				
	Coronavirus optimism				

Table 1 Free text answers grouped into post hoc analysis themes