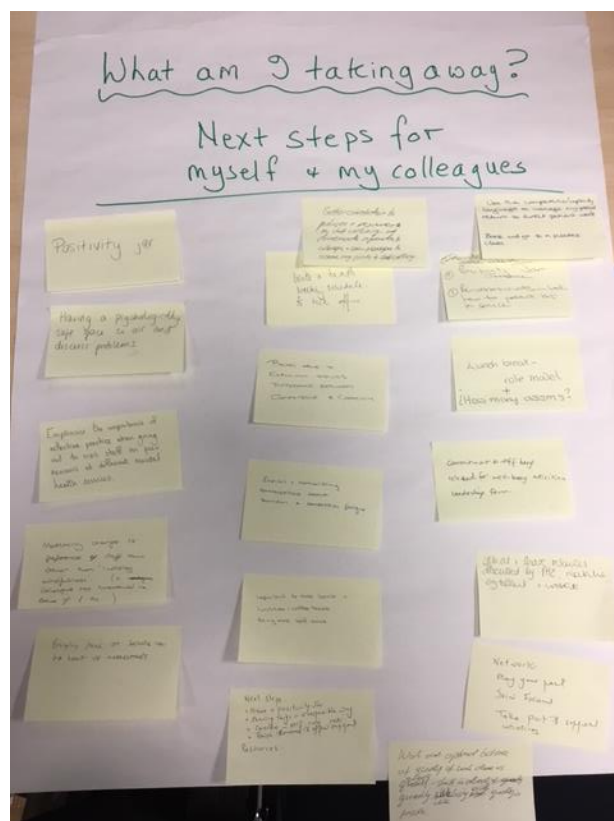


**APPTS Forum 2017 Action planning session:**  
'What am I taking away? Next steps for myself and my colleagues'

*Plans of action written by delegates at the Forum on staff and service user wellbeing:*

- **Positivity Jar**

- Having a **psychologically safe space** to air and discuss problems
- Emphasise the importance of **reflective practice** when going out to visit staff on peer reviews at different mental health services.
- Matching changes to **preferences of staff** team rather than 'improving mindfulness'
- Bringing focus on the **service user to the heart of assessments**
- Better orientation to policies and resources re staff wellbeing – and disseminate information to colleagues and senior management to increase **organisation priority on staff wellbeing**
- Write a **health weekly schedule** to tick off
- Being able to explicitly discuss difference between competence and capacity
- Explicit and normalising **conversations about burnout and compassion fatigue**
- Important to take breaks i.e. lunch and coffee breaks. Being more self-aware
- Next steps: 1) Have a **positivity Jar**, 2) sharing things in a responsible way 3) Raise concerns and **offer/ ask for support**
- Use the **competence/capacity** language to manage my gradual return to direct patient work. Book and go to a Pilates class
- 1) Introduce Positivity jar. 2) **Reassessments** [service user's being assessed multiple times] – Look how to prevent this in service.
- **Lunch break** – role model [taking breaks]. How many assessments [are service user's receiving]?
- 1) Commitment to staff being released for **wellbeing activities**. 2) Leadership forum
- Look at and share **resources** discussed by Public Health England and Natalie Kemp e.g. website and toolkits.
- Network, play your part, join forums, take part in support initiatives
- Work out optimal balance of **quality of work done Vs quantity**



## Resources

Slides from the day:

- Available from [www.appts.org.uk](http://www.appts.org.uk)

Further suggestions from the day:

- Mind - Workforce Wellbeing Index
- Breath Works programme
- Acute needs assessment for staff
- Supervision Tool Kit: Helen and Douglas House Hospice
- 'The Resilient Practitioner', Thomas M. Skovholt
- Forum for mental health professionals with lived experience of mental health: [www.in2gr8mentalhealth.com](http://www.in2gr8mentalhealth.com)
- NICE Guidance 13 – Workplace health: management Practices