

# Change story: Introduced staff wellbeing sessions on Blake Ward

## Programme aim:

- To reduce restrictive practice by 25% in mental health, learning disabilities and autism inpatient services by testing and scaling the reducing restrictive practice [change package](#)

## What problem were you trying to solve?

- To improve the culture on the ward as it has been a challenging environment due to Covid-19.
- Acuity of ward can be very stressful and want to help elevate some of that stress.
- There has been low staffing levels and would like to improve staff morale.

## What did you do?

- Discussed with staff what they would like and find out what staff were interested in.
- Introduce a variety of staff wellbeing sessions e.g. staff massages by STR from another ward.
- Arranged a massage day and staff would book on to a wellbeing session.
- Introduced a wellbeing basket in the staff room and filled with snacks and goodies.

## How did it go?

- It has been very positive.
- Staff are feeling more valued.
- Lots of staff attended the wellbeing sessions.



## What did you learn?

- Need protected time to take time out of clinical work.
- Unfortunately there have been occasions when it has been difficult to take timeout due to staff capacity and staff are needed on the ward.
- Wellbeing is essential for staff, especially when staff are working in a challenging environment.
- It has had a positive impact on the team and has improved how we deliver patient care because staff are in a better place mentally.