Three key themes emerged through the programme

1) Relationships with others There was an increased sense of belonging and support from the band 7 cohort:
   “I realise I’m not on my own and other Senior Charge Nurses have similar issues going on.”

2) Well-being and resilience The programme promoted self compassion and a new perspective:
   “I used to feel I had to be responsible for everyone’s behaviour. Now I know I am only responsible for my behaviour.”

3) Compassionate leadership Strategies for keeping calm and a focus on appreciation and strengths worked well:
   “This is a whole process and I’m using it at home too. Be positive and give the feedback. Before I thought it in my head but now I’m verbalising it.”

CONCLUSION: As part of the programme, staff were given an opportunity to reflect on practice and how best to care for themselves and their teams. Feedback highlighted the significant impact of work stress on some of our most senior staff. The programme was adapted throughout the 5-month pilot to provide support, guidance and practical tools. Consequently, levels of resilience and morale at work were reported to have been boosted and feelings of wellbeing improved both at work and at home.

Key message: You can’t pour from an empty cup.

LEARNING: It was clear that Band 7 nurses absorbed a significant amount of our hospital pressures and the workshops provided a valuable insight into the challenges they faced daily, not just throughout the winter months.

NEXT STEPS: The programme fulfilled its aims – connecting staff and promoting resilience – however two-hour workshops were not always practical. Instead shorter bite size chunks of the programme such as expressing gratitude and five-a-day positive feedback could be introduced at regular staff safety huddles, team meetings etc. This would enable NHS core values to be kept “live” – creating a culture of support and wellbeing.


THRIVE – A WINTER WELLBEING PROGRAMME FOR SENIOR CHARGE NURSES

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The programme ran from October 2017 to February 2018. Five workshops were delivered and individual coaching offered. 19 Senior Charge Nurses voluntarily participated.

Topics included:

- Values and what matters
- The power of positivity
- Bringing compassion to life
- Resilience and well-being
- Courageous conversations

BACKGROUND: High incidence of stress, burnout and decreased job satisfaction are well documented amongst nursing and medical staff. We know from the evidence, staff who are valued and treated well improve patient care and overall performance (The 2020 Workforce Vision). The Healthy Working Lives initiative at the Royal Infirmary of Edinburgh is committed to supporting our workforce and ensuring they are engaged, motivated, healthy, happy and resilient in order to deliver excellent care.

You can’t pour from an empty cup