

SLAM managers/ resilience building tools

Team Leader Training

Team Leader Training was developed to implement the national guidance/evidence base that team leader and immediate manager support is a key factor in protecting staff from adverse mental health events in the peri/post COVID period. The training uses the REACT model approach, adapted for a mental health trust audience, incorporating greater focus on existing mental health expertise, senior leadership MDT support, and workplace stressors particular to inpatient and community settings.

The training is two 1 hour virtual sessions focused on team leaders' own wellbeing and support needs, team approaches to wellbeing, and supporting individual staff members at risk of mental health difficulties.

What's worked well?

The adaptations to the training have ensured that the training is suitable for the audience. The inclusion of focus on leaders' own wellbeing and the presence of a panel of senior staff have ensured that a collective model of staff support has been developed and normalised. Attendance has been high.

What has been the learning?

The volume of material has felt difficult to manage in the time. Co-ordinating MDT leadership to free up availability for the sessions has been labour-intensive. Staff have fed back positively on the ideas and content but have expressed difficulty in implementing and maintaining strategies within the team's busy workload.

Team Wellbeing Support Plans

Over 6 facilitated sessions, the team are supported to reflect on their team's culture, strengths and stressors and produce a bespoke team support plan which indicates how they will embed three evidence-based staff support elements: staying connected, looking after themselves and each other, and signposting and active monitoring.

What's worked well?

This intervention is in the pilot phase. Initial feedback is that the team value the protected time to discuss wellbeing and to hold each other accountable for self-care and support.

What is the learning?

This is an intensive process which requires a committed team and considerable staff support staffing resources. It is not clear yet how it will be rolled out; however the intervention will lead to the development of a piloted Team Wellbeing Support Manual allowing the intervention to be self-guided by staff teams, perhaps led by psychologists or wellbeing leads.