

Workforce Wellbeing ECHO GVAMHS/ GVADS 2022



Background to the Project

- Inaugural workforce wellbeing project –2020 funded by DHHS group of ‘champions’ representing different work sites/ roles. Worked as a closed group for length of project. Used learning to implement and sustain strategies in workplace
- Champion group identified via EOI
- Virtual program, sessions combined education, practical exercise and strategy development in own areas
- Compassion lab learning, yoga, resilience & EI training, team work, environmental wellbeing strategies
- Evaluation – WEMWBS 2006
- Some initiatives were sustained across various programs
 - Wellbeing walls
 - Indoor plants
 - Mindfulness in the workplace
 - Team building activities
- Increased awareness and desire to do more of this work and share further

2022 Project ECHO

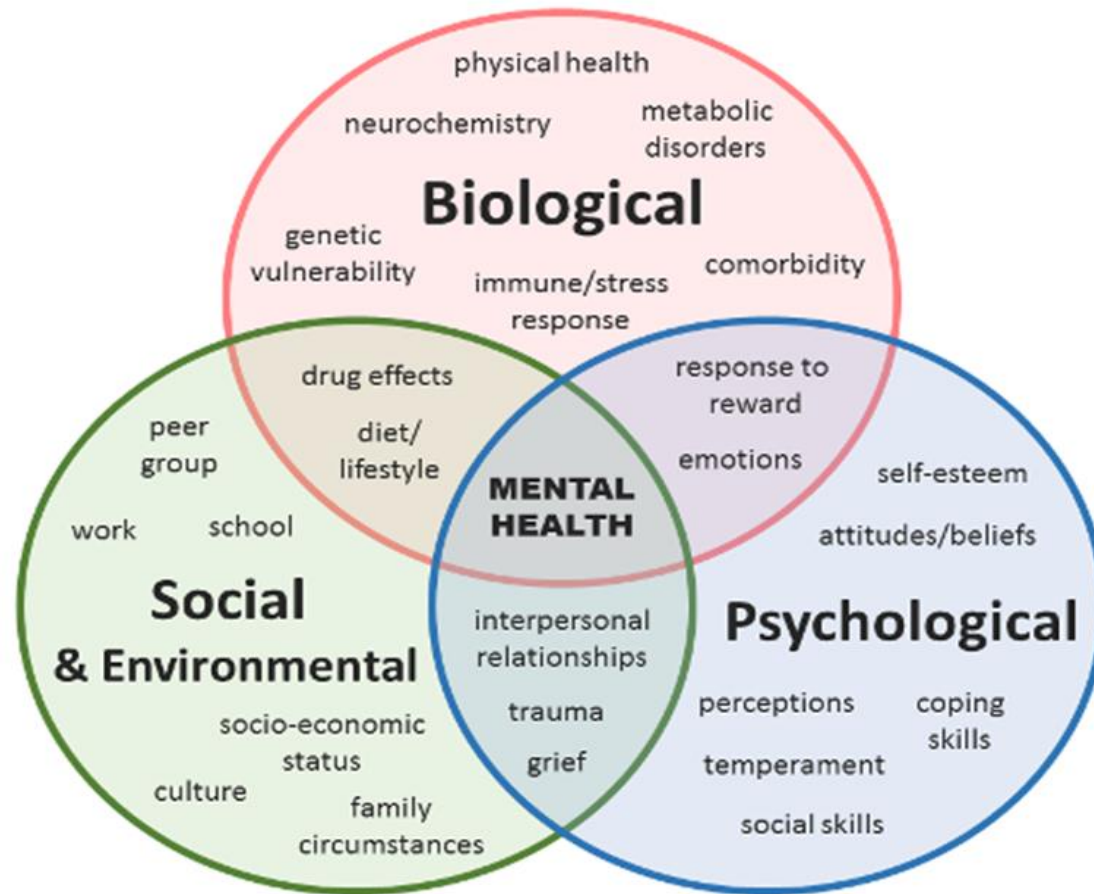
Second funding round late 2021 – GVAMHS submission to run combined AOD and MH workforce wellbeing strategy based on the ECHO model

Project ECHO® (Extension for Community Healthcare Outcomes) is an innovative model of inter-professional education and case-based learning, which aims to democratise clinical knowledge and deliver best-practice care to people in communities that lack ready access to specialists.

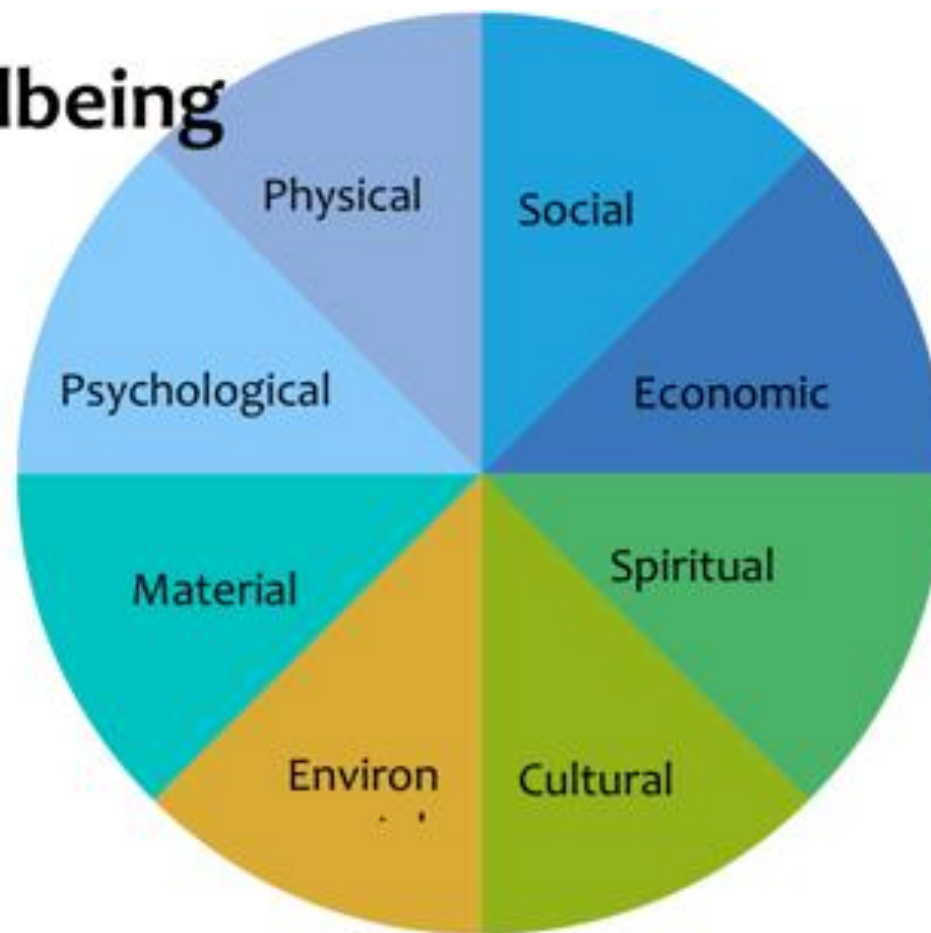
Aims of 2022 project

- To increase health staff understanding and knowledge of wellbeing in the workforce and the elements that underpin
- Consider a range of aspects of wellbeing
- Improve wellbeing for health staff across GV Health MH,ED, AOD (and has potential to be even broader)
- To create, embed and sustain strategies to enhance wellbeing within work areas or teams
- Strategies designed by team members for own teams
- Sharing of wisdom across all of health service
- Evaluation and research

A holistic or biopsychosocial understanding



Wellbeing



Moving forward 2023 and beyond:

Sessions from 2023:

- Fortnightly; Tuesday 1 hour virtual sessions 1200 to 1300
- Free and open to everyone/ anyone in health service
- Practical exercise to warm up
- Didactic education regarding aspect of wellbeing
- Case presentation of example of practice change
- Advertising and promotion

Themes and focus for 2023

- Continue to consider all elements that contribute to wellbeing, and the continuum of mental health and physical good health from different lenses and angles
- Evidence based focus
- Benefits to individual/ teams and organisation focus
- Healthy sustainable workforce
- Introduce new learning and understandings
- Sharing of knowledge and expertise across the service
- Celebrating successes, positive outcomes and changes

Mental Health to illness continuum

Healthy	Reacting	Injured	Ill
Normal mood fluctuations	Irritable/impatient	Anger	Angry outbursts/ Aggression
Good sense of humour	Sadness/overwhelmed	Pervasively sad/ hopeless	Depressed/suicidal thoughts
Performing well	Displaced sarcasm	Negative attitude	Insubordination
Negative attitude			
In control	Procrastination	Can't perform mentally Poor performance/ workaholic	Can't perform duties, control behaviour or concentrate



*Positive, healthy
functioning*

*Severe impact on
everyday functioning*

alth

Healthy Communities

Impact for health staff

- Working within health exposes staff to other people's trauma and is known to have an effect on our own wellbeing.

Consequences of this can be:

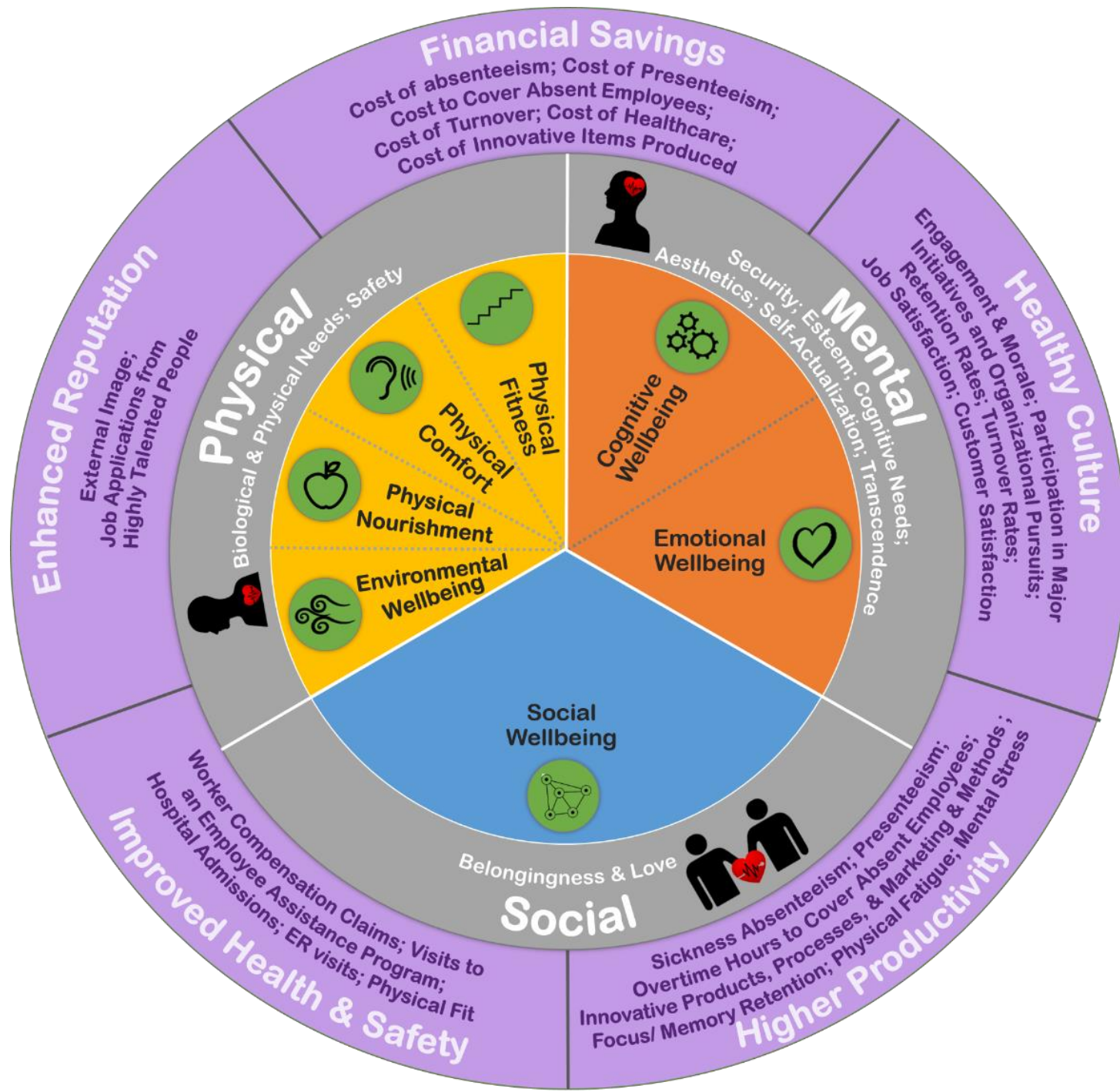
- Burn out
- Vicarious trauma
- Compassion fatigue

Burnout: is about being 'worn out' and can affect any profession. The impacts of burnout emerge gradually over time and are easily identified to direct links and stressors within the working and personal life. Things that inspire passion, drive and enthusiasm are stripped away as tedious, unpleasant thoughts take over.

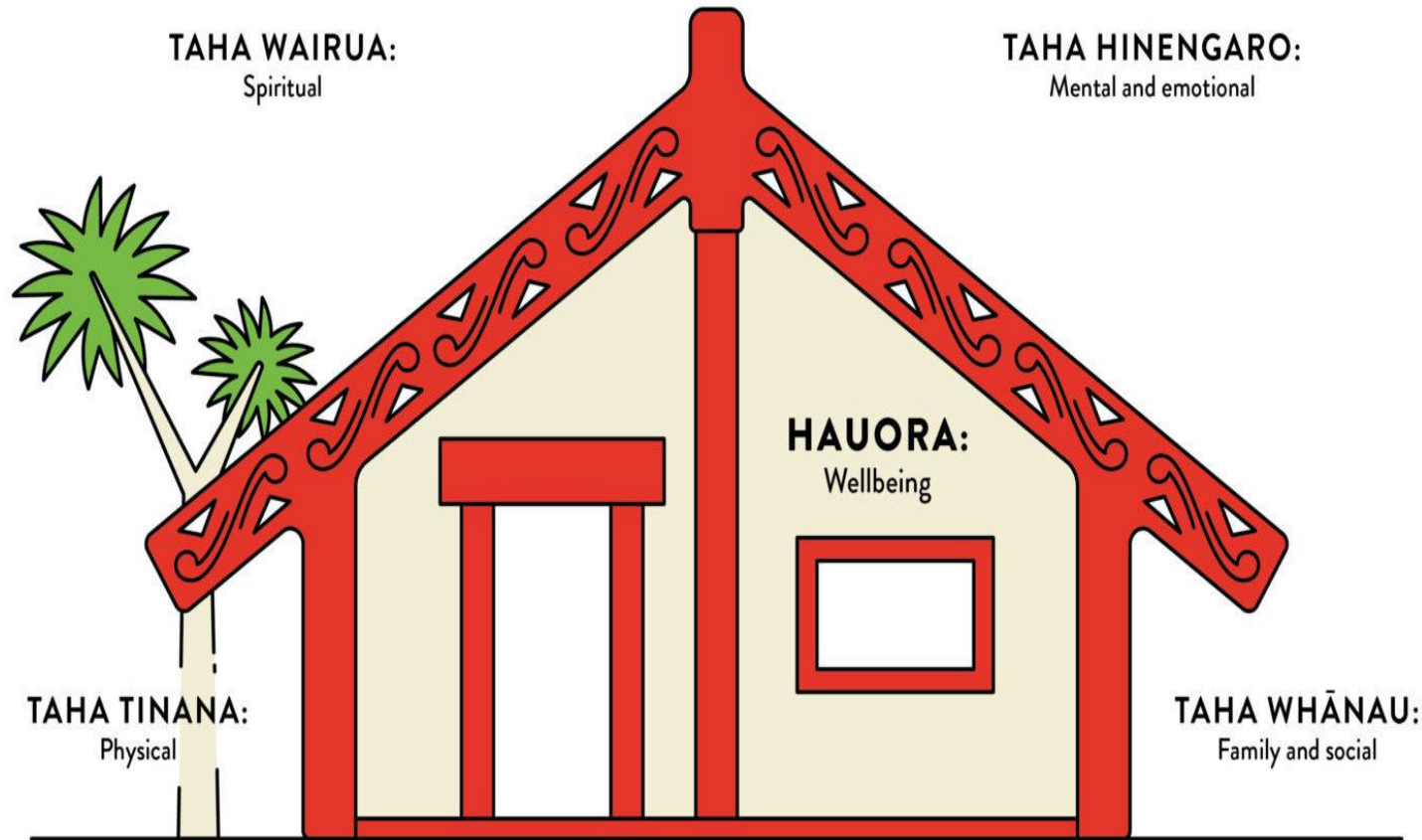
<http://transitionalsupport.com.au/transitional-phase/compassion-fatigue-trauma/>

Compassion Fatigue: (CF) “refers to the profound emotional and physical erosion that takes place when helpers are unable to refuel and regenerate.”
Tend (2009)

Vicarious Trauma “The negative transformation in the helper that results (across time) from empathic engagement with trauma survivors and their traumatic material, combined with a commitment or responsibility to help them.” Pearlman & Caringi (2009)



Wellbeing and some alternative views



care supervision
reflective
working ergonomics
workplace
difficulties models emotional
response leadership sensory empowerment
mindfulness
EAP health work really building
need understanding intelligence
taking plants ubuntu exercise exercise
physiological strategies connecting
useful just place art resolving self
practice assessmentless clinical alternative lens
tapu maintaining team physical
debriefing where therapy
COVID diet awareness
applying home ideas biopsychosocial teamwork
stress management switching supports
reciprocity te stressors compassion fun
external psychological dynamics creating
wellbeing
resilience
environment

ECHO roles

- Coordinator – back of house administration, development of curriculum, housekeeping pre & post sessions
- Facilitator/s – chair the sessions, introduce the didactic and case presenters, facilitate discussion among the spoke participants
- Subject matter/clinical area experts – provide expert input into case presentation discussions
- Spokes – participants of each session
- Didactic/case presenters



Champion group

- Have an interest and can commit to promoting wellbeing in their workforce
- Point of contact within their clinical areas to recruit spoke participants, didactic presenters and case presenters
- Provide input into the development of the curriculum
- Attend sessions either as didactic presenters, case presenters or participants

Thank you

Questions?

Contact us

Jenny.Wilkinson@gvhealth.org.au

Melissa.Metcalf@gvhealth.org.au