

The Wellbeing Community

Supporting The Creation of
A Holistic Wellbeing Culture



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Holistic Wellbeing - The Wellbeing Community

Health and wellbeing is a key priority across the NHS and is underpinned by a number of our key strategic policies and operational documents, including the NHS People Plan and the NHS People Promise. The **Growing Occupational Health & Wellbeing Strategy** is our five-year strategy to improve the health and wellbeing services for our NHS people, forming part of our ambition for a proactive culture of wellbeing.

Purpose:

Although it is everyone's responsibility to look after themselves and look out for their colleagues, there are key roles (paid and voluntary) within NHS organisations who have a greater focus and more direct impact on creating a wellbeing culture. How we collectively work to improve wellbeing is part of the North-West Holistic Wellbeing Approach. This document has been drafted to pull together roles from different parts of the whole NHS, with a view that the theory can translate across many settings including primary care, the ambulance sector, and social care for example. It provides clarity on:

1. The purpose of each role
2. Positive Impact the role can have on our colleagues
3. How each role can support other members of the Wellbeing Community
4. Initiatives to support community members in their role (where applicable)

Why A Tree?

The tree depicts the ability for each role to interact and support each other whilst supporting colleague wellbeing:

The Roots

The Roots depict the foundations that our organisation is built on. Organisation level functions where strategic decisions are made and policies and processes are created based on timely insights and data from our colleagues, ensuring a wellbeing culture is created.

The Trunk

The Trunk – real time insight and trends are obtained through understanding our workforce, conversation, listening and support delivered by many of the roles within the Wellbeing Community. Many of the roles within the trunk of the tree are roles working within frontline teams on a daily basis, providing immediate support for staff during difficult times and whenever the need arises.

The Branches

The Branches are our colleagues, every individual who works within an organisation from which real time insight is obtained.



Our Colleagues & The Wellbeing Deal

Personal & Organisational Responsibility

Holistic Wellbeing relies on a number of inter-related influences, for example, line management, team relationships, work pressures, and availability of a great environment. These influences co-exist and with commitment can unite to create a culture, which should flex to meet the wellbeing of colleagues and deliver improved care for patients.

Our Wellbeing Deal is built on a mutual commitment whereby employees take responsibility for their personal wellbeing within their roles, whilst working in a way that does not harm the wellbeing of colleagues that they work with. For organisations, this is about creating a working environment where employees can thrive.

Personal wellbeing has been defined as how satisfied we are with our lives, our sense that what we do in life is worthwhile, our day to day emotional experiences (happiness and anxiety) and our wider mental wellbeing.

Employers have an existing duty to protect employees health, safety and welfare and we are keen to develop this further so that employees thrive in the workplace.

The NHS People Promise encourages organisations to enable its workforce to fulfil each theme so that we collectively reflect the type of organisation which our workforce identified.

The Wellbeing Community



Branches

Our Colleagues

Every individual who works within health and social care – this is where real time insights are heard from people speaking out.

Trunk

Insights & Trends

Insights and trends are obtained from understanding our workforce. Having conversations, listening to people, supporting and signposting enable a culture of wellbeing. Many of the roles within the trunk are working on the frontline daily, providing immediate support during hard times.

Roots

The Foundation

All our organisations, the strategic decisions, the policies and processes, leadership, culture, where wellbeing is created.



Please note, this is an interactive pack:

To obtain more details on the 15 members within the Community, click on each of the community member boxes (in blue and light grey below.) To return to this home page, click the 'blue arrow up' icon which can be found on the bottom right hand side of all other pages.



Community members include:

Line Managers

Chaplains

Wellbeing Champions

Freedom to Speak Up Guardians

Preceptors

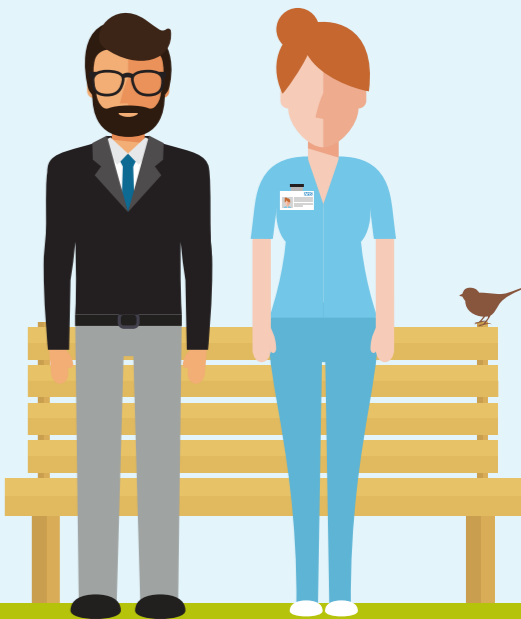
Staff Networks

Practice Education Facilitators

Mental Health First Aiders

Legacy Mentors

PNAs/PMAs



Community members include:

Mental Health & Wellbeing Hubs

Occupational Health & Wellbeing Services

HR & OD Community

Staff Partnership Representatives

Board Level Wellbeing Guardian



The Health & Wellbeing Guardian

Purpose of the role:

Staff wellbeing is the responsibility of the whole board, however the Health & Wellbeing Guardian provides an assurance role at board level, to check, respectfully challenge and seek assurance that the health and wellbeing of the organisation is embedded throughout, and that each board member is putting the health and wellbeing of the organisation and its people front and centre. They will also champion equality, diversity and inclusion to ensure all voices are represented and heard across the organisation and within the board.

The Health & Wellbeing Guardian will most likely be a Non Executive Director (NED) in larger provider trusts and organisations such as Integrated Care Systems (ICSs) and Primary Care Networks (PCNs). NED roles within NHS organisations are part time, so it is important to make sure that the asks of the wellbeing guardian are realistic given the amount of time they are in working in the role.

Positive impact the role can have on our colleagues:

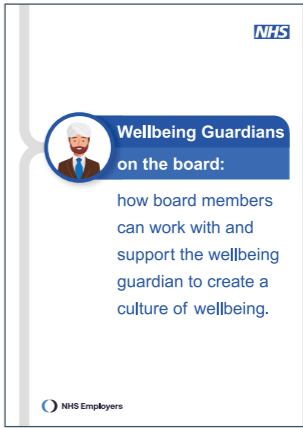
They aim to:

- Influence the board both within the organisation and externally through their values, behaviours, and expertise.
- Act as a critical friend, encouraging the board to place employee wellbeing at the heart of all that they do, looking at organisational activities and board level decisions from a health and wellbeing perspective.

How this role can support other members of the Wellbeing Community:

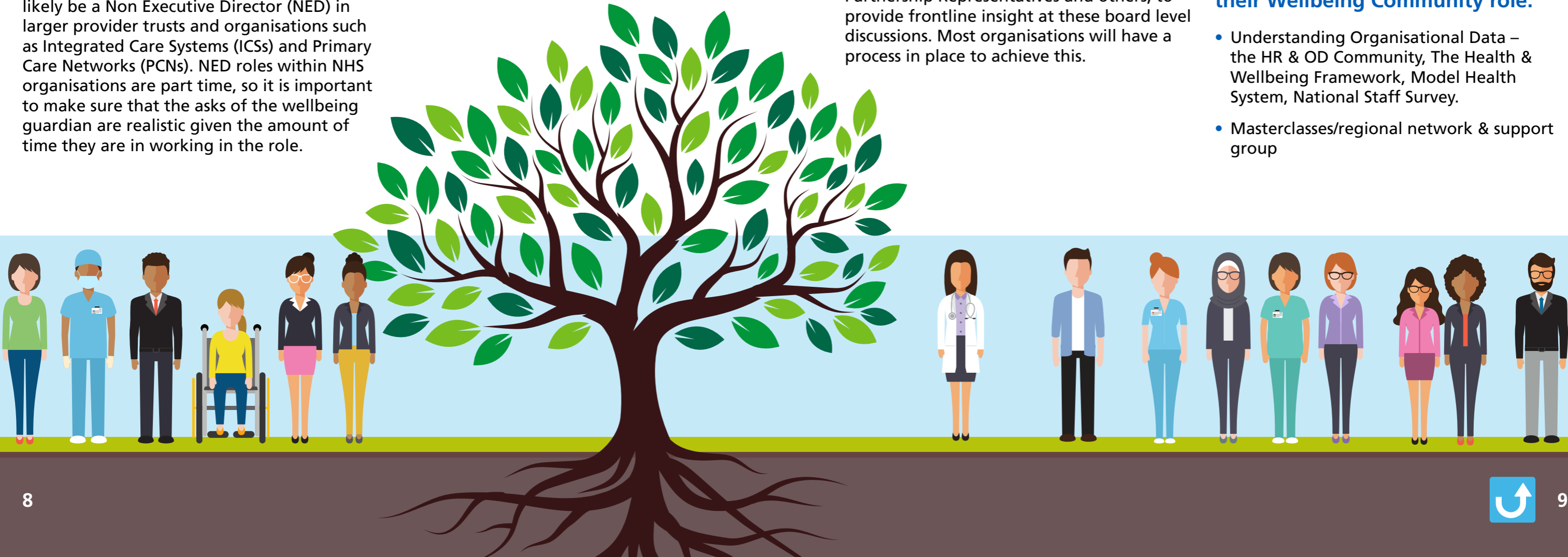
Organisations should enable the Health & Wellbeing Guardian by aligning functions such as HR/OD/Occupational Health and Wellbeing to operationally support them, by providing regular insight and data, strengthening the ability of the HR Director and OH Lead to create a culture of wellbeing in a practical way. Health & Wellbeing Guardians would benefit greatly from the real time insight obtained by Wellbeing Champions, FTSU Guardians, MHFAs, Chaplains, PNAs, PMAs, Staff Partnership Representatives and others, to provide frontline insight at these board level discussions. Most organisations will have a process in place to achieve this.

For further information on the Health & Wellbeing Guardian role and how board members can support them



Initiatives to support individuals in their Wellbeing Community role:

- Understanding Organisational Data – the HR & OD Community, The Health & Wellbeing Framework, Model Health System, National Staff Survey.
- Masterclasses/regional network & support group





Freedom to Speak Up Guardians (FTSU)

Purpose of the role:

FTSU Guardians provide an additional channel for any colleague to speak up about anything that is affecting their ability to do a great job, including issues that impact on or could improve patient care, their own experience or that of their colleagues. The role is a complex one, and involves gaining a deeper understanding of the organisations speaking up culture, enabling all speaking up processes to work well, working in partnership and challenging senior leadership, and acting as a point of triangulation where quality of services and colleague experience meet.

More information on roles can be found by following [this link](#).

Positive impact the role can have on our people:

FTSU Guardians work proactively to help their organisation to identify and reduce barriers to speaking up, encouraging a culture where people feel they can speak up, have their voices heard and their suggestions acted upon.

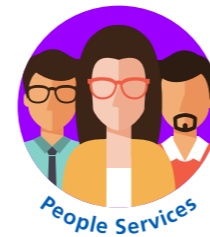
How this role can support other members of the Wellbeing Community:

The FTSU Guardian can share the themes relating to the health, wellbeing, and safety issues of its people with the Health & Wellbeing Guardian and the HR & OD Community, which is important to ensure that the organisation is supporting the wellbeing of its people.

FTSU Guardians can support Line Managers to encourage a more open culture where colleagues feel confident speaking up

Initiatives to support individuals in their Wellbeing Community role:

- Guidance
- Resources
- Training



HR&OD Community/People Services

(Human Resources and Organisation Development, including Health & Wellbeing Leads, Engagement Leads and Equality, Diversity and Inclusion Leads)

Purpose of the role:

The HR & OD Community are responsible for creating a healthy and productive workplace that attracts, retains, supports, engages and develops talent.

As well as all the regular Human Resources (HR) tasks from recruitment to employee management, its important HR Teams keep a focus on employee satisfaction and wellbeing.

Organisational Development Teams improve the quality and safety of patient care using a behavioural science approach to transform systems, building capacity and capability to improve performance, and enable colleagues to flourish, thrive and have meaning in their work.

Positive impact the role can have on our people:

Responsible for the creation of a people/wellbeing strategy that builds an organisational culture where all colleagues feel valued, engaged and able to be at their best at work.

The suspension/exclusion of our staff can cause a significant negative impact on their health and wellbeing, where a colleague finds themselves in this position, the HR & OD Community should ensure extra support and monitor (in terms of numbers and length of exclusion etc).

How this role can support other members of the Wellbeing Community:

Staff within the HR & OD Community should work closely with and provide up to date insight regularly to their Health & Wellbeing Guardian.

The HR Director (HRD) should collaborate and work closely in partnership with the Health & Wellbeing Guardian to assess the organisation's health and wellbeing agenda and offers. They should ensure wellbeing is placed at the centre of an Organisation's People/H&WB Strategy to ensure the board is creating a wellbeing culture for employees to thrive.

The HR & OD Community can provide leadership, development, support and networking opportunities for all other roles within the wellbeing community, ensuring they have the resources they require to be effective in role.

In some organisations Health and Wellbeing Leads support and guide Wellbeing Champions, acting as a point of contact and ensuring they have access to relevant training and group networking sessions, and escalating current trends/issues identified by champions.





Occupational Health & Wellbeing Services

Purpose of the role:

Occupational Health & Wellbeing (OHWB) Services are advisory and specialist support services who help to maintain and promote employee health and wellbeing.

Occupational Health Teams help, support and advise colleagues to stay healthy and safe whilst in work, both physically and mentally, and advise on any risks in the workplace that may give rise to work-related ill health.

Positive impact the role can have on our people:

OHWB Services can support with:

- Absence Management - assess and provide impartial and professional advice to support employees safely back to work.
- Rehabilitation – access to doctors, nurses, physiotherapists and mental health practitioners to provide early advice and fast access to specialist treatment and support so staff can return to work safely and supported.
- Risk assessments – to determine actions needed to prevent occupational illness and support staff with long term health conditions.
- Health surveillance and prevention – testing those only at risk due to the nature of their role to prevent work related ill-health.

- Workplace vaccinations – having an effective vaccination and recall system for staff exposed to vaccine preventable diseases.
- Proactive and preventative health promotion and wellbeing support – to create a positive and healthy working environment and promote healthy lifestyle behaviours.

How this role can support other members of the Wellbeing Community:

OHWB Services support organisations to achieve a wellbeing culture by providing direct support and advice to employees and Line Managers, as well as support at the organisational level to improve work environments and workplace cultures. Members of the Wellbeing Community can signpost colleagues in need of specialist support to OHWB Services, and provide trends data to inform proactive services.

Initiatives to support individuals in the role:

Launched in July 2022, the Growing Occupational Health and Wellbeing Together Strategy provides a long-term roadmap for organisations to fully realise the value that their OHWB Services and our Wellbeing Community bring to improving the wellbeing of our colleagues, which in turn leads to better patient care.



Mental Health & Wellbeing Hubs (MH Hubs)

Purpose of the role:

During the COVID-19 pandemic, there were forty MH Hubs set up across England (one per system) to provide health and social care colleagues rapid access to free and confidential clinical assessment and local evidence-based mental health services and support where needed. As of 1st April 2023, some MH Hubs will cease to function in their current form due to funding implications, local Integrated Care Boards will be looking at ongoing alternative provision in this case.

The most common reasons staff access the MH Hubs for support are: work related stress, burnout, heightened anxiety, relationship difficulties, COVID related concerns, bereavement, trauma, depression and tensions within teams.

Positive impact the role can have on our people:

The MH Hub offer is confidential and free of charge for all health and social care staff. They can offer a clinical assessment and referral to local services enabling access to support where needed, such as talking therapy or counselling. It is separate and

confidential from an employees organisation. Individuals can self-refer or refer a colleague (with their consent).

MH Hubs also offer important group support / referrals for teams.

How this role can support other members of the Wellbeing Community:

The MH Hubs are uniquely placed to be able to play a key role alongside partner organisations in supporting a culture change by destigmatising mental health and colleagues seeking support.

The majority of referrals into the MH Hubs come from Line Managers, however all members of the Wellbeing Community can refer colleagues with their consent.

MH Hubs can work collaboratively with other members of the Wellbeing Community within an organisation. They can attend existing forums or deliver targeted webinars/workshops/presentations to provide outreach support whilst also raising awareness of their offers and how colleagues can access support required.

Connections between MH Hubs and Professional Nurse/Midwifery Advocates could really enhance referral routes for this profession.





Line Managers/Team Leaders & Supervisors

Purpose of the role:

Line Managers not only play a key role in managing the day-to-day delivery of a team and function, but also a crucial role in supporting our workforce to stay with us and stay well. Creating the conditions within a team in which all colleagues feel seen, valued and cared for is a vital role for a Line Manager.

Positive impact the role can have on our people:

Compassionate leadership involves a focus on relationships through careful listening to, understanding, empathising with, and supporting other people, enabling those we lead to feel valued, respected and cared for, so they can reach their potential and do their best work. There is clear evidence that compassionate leadership results in more engaged and motivated staff with higher levels of wellbeing, which in turn results in high-quality care. Compassionate leaders don't have all the answers and don't simply tell people what to do, instead they engage with the people they work with to find shared solutions to problems.

Line Managers are encouraged to frequently have a wellbeing conversation with their staff members, considering the whole wellbeing of an individual (e.g. physical, mental, emotional, social, financial, lifestyle, safety) and identify areas where the individual may need support, signpost them to that support, and regularly monitor their wellbeing over time.

How this role can support other members of the Wellbeing Community:

Line Managers can encourage colleagues to become members of the Wellbeing Community by supporting applications to take on voluntary or additional roles.

Line Managers can support FTSU Guardians to fulfil their role in a way that meets colleagues needs, role model speaking up and set a healthy speaking up culture within their teams.

Initiatives to support individuals in their Wellbeing Community role:

- Wellbeing Conversations
- Looking After Your Team Health & Wellbeing Guide
- Healthy Leadership Behaviours



Staff Partnership Representatives

Purpose of the role:

Effective partnership arrangements make a critical contribution to representing the interests of staff and the interests of the organisation. Constructive joint working between employer and trades unions create a fair and consistent working environment.

The role of Trade Unions, sometimes called 'staffside', is to represent their members in a collective approach to resolving issues related to terms and conditions of employment, working practices, equality, diversity and inclusion, and many other aspects of our working lives. They also provide advice, guidance and support to members, with access to expertise from their employer and trade union organisation.

There are a range of trade unions across organisations:

- British Medical Association (BMA)
- British Dental Association
- British and Irish Orthoptic Society
- Chartered Society of Physiotherapy
- GMB
- Hospital Consultants and Specialists Association (HCSA)
- Managers in Partnership (MiP)
- Royal College of Midwives
- Royal College of Nursing
- Royal College of Occupational Therapists

- Royal College of Podiatry
- The British Dietetic Association
- The Society of Radiographers
- Unison
- Unite the Union

Positive impact the role can have on our people:

Local trade union representatives sit within organisations, HR Leads will be able to provide contact details. They provide assistance and services to their members, collectively negotiating for better pay and conditions for all workers, working to improve the quality of public services, discuss members concerns with employers, accompany members in disciplinary and grievance meetings, provide members with legal and financial advice, and provide certain consumer benefits such as discounted insurance.



Health & Wellbeing Champions

Purpose of the role:

One of the ambitions in the NHS People Plan is a programme of work that encourages all NHS organisations to roll out a network of Health and Wellbeing Champions in a way that works best for their organisation.

Health and Wellbeing Champions are individuals who work at all levels across the organisation, from all demographics and roles, who have the capacity, and support from their Line Manager to promote, identify and signpost their colleagues to local and national health and wellbeing support offers. Additional information relating to Wellbeing champions can be found in [this link](#).

Positive impact the role can have on our people:

Colleagues who are keen to support the wellbeing of others will tend to take on this responsibility in addition to their day to day role, to help support our ambition to embed cultures of inclusion, compassion and wellbeing across the NHS.

A network of Health & Wellbeing Champions will support by:

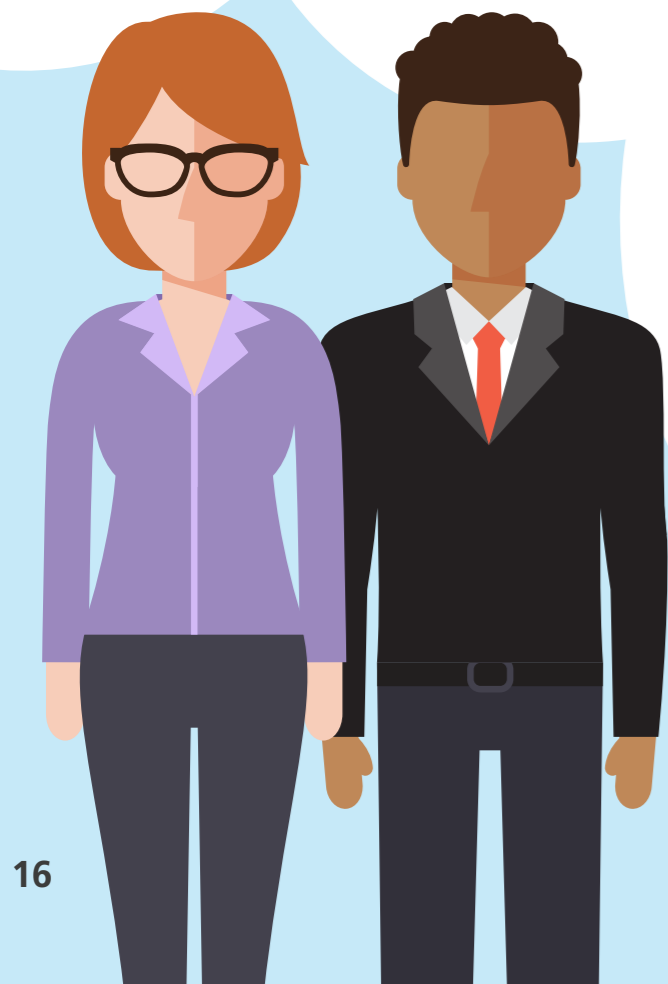
- acting as a role model, promoting positive health and wellbeing practice in an organisation, team and department.
- listen to colleagues when appropriate and signpost colleagues to the wellbeing support that is available to them
- encouraging colleagues to take breaks and to look after themselves, e.g. drinking plenty of fluids, lunchtime walks, taking up hobbies
- making sure that colleagues are taking time to reflect and become aware of their physical and mental health.
- Training staff to champion your organisations wellbeing offer, can have a significant impact on raising awareness of what is on offer and will help support and improve their wellbeing.

How this role can support other members of the Wellbeing Community:

Health and Wellbeing Leads support and guide Health & Wellbeing Champions. They should act as a point of call for Health & Wellbeing Champions and escalate any current trends/issues identified by champions to board level so that they are aware of the challenges that staff are facing. Health & Wellbeing Champions are not expected to provide advice to colleagues. Health & Wellbeing Champions are there to listen and signpost colleagues to the services your organisation provides, or national support offers.

Initiatives to support individuals in their Wellbeing Community role:

- Online Community of Practice
- Access to monthly development programme
- E-learning module to understand the role of a champion





Mental Health First Aiders (MHFAs)

Purpose of the role:

Mental Health First Aiders (MHFAs) are volunteers who have been specially trained to help a colleague, a relative or anyone else they see who may be experiencing a mental health problem.

Positive impact the role can have on our people:

MHFAs have an understanding of mental health and factors that can affect people's wellbeing. They are trained in practical skills in spotting triggers and signs of mental health issues and to have the confidence to get involved, reassure and support a colleague who is experiencing a mental health issue or in emotional distress. The interaction could range from having an initial conversation through to supporting a colleague to get appropriate help.

MHFAs are not trained to be therapists or psychiatrists, but they can offer initial support through non-judgemental listening.

How this role can support other members of the Wellbeing Community:

MHFAs can share the themes impacting the mental wellbeing of its people with the organisation's Wellbeing Lead, Wellbeing Guardian and People (HR & OD) Community, so that challenges are recognised and responded to.

Initiatives to support individuals in their Wellbeing Community role:

MHFAs should have appropriate continuous professional development and supervision support as part of their role.



Professional Nurse Advocate (PNA) Professional Midwifery Advocate (PMA)

Purpose of the role:

The Professional Nurse Advocate role was launched in March 2021, providing nursing leaders with skills to facilitate restorative supervision to their colleagues and teams, equipping them to listen to, and understand the challenges and demands of their colleagues, and to lead wellbeing support and deliver quality improvement initiatives in response. The Professional Midwifery Advocate role has been in existence longer for maternity colleagues, where outcomes point to improved staff wellbeing and retention, alongside improved patient outcomes.

Positive impact the role can have on our people:

PNAs/PMAs demonstrate leadership through emotional intelligence. As expert reflective practitioners they are self-aware and open-minded, and they understand their own emotions alongside recognising and influencing those of others. This provides a platform of psychological safety and promotes an optimal workplace culture for individuals to learn, develop and perform at their best.

Alongside clinical and learning support PNAs/PMAs support colleague wellbeing by:

- discussing any professional issues, including clinical incidents, team dynamics, stress, burnout, instances of bullying, career

progression, interviews and quality initiatives, as well as personal issues.

- following a traumatic or stressful event, allow (or create) the opportunity for reflection to reduce stress and enable learning, limit compassion fatigue and improve confidence.
- portray an understanding of personal and professional resilience, developing this attitude in others.

How this role can support other members of the Wellbeing Community:

The PNA/PMA will have the knowledge and experience to facilitate feedback on themes and learning, in order to influence education and quality improvement initiatives.

Initiatives to support individuals in their Wellbeing Community role:

The PNA/PMA is a professional clinical leadership and advocacy role introduced to deploy the A-EQUIP (Advocating and Educating for Quality Improvement) model of professional nursing leadership and clinical supervision for registered nurses, and additional training is completed to take on the role.



Chaplains

Purpose of the role:

Modern healthcare chaplaincy is a service and profession working within the NHS that is focused on ensuring that all people, be they religious or not, have the opportunity to access pastoral, spiritual or religious support when they need it, including patients, carers, community members, volunteers, and other people accessing NHS services as well as all staff across the health & care service.

Chaplaincy has always been a partnership between paid staff and those engaged, to offer pastoral, spiritual or religious care support on a voluntary basis at often harrowing and stressful times, these include; sudden infant death; psychosis; diagnosis of life-threatening conditions; end of life care; and various kinds of self-harm.

It is estimated that for every hour of funded professional chaplaincy at least one hour of voluntary care is provided. This partnership is a major asset for the NHS. It ensures that chaplaincy volunteers are trained and supervised by professional staff.

Positive impact the role can have on our people:

As the chaplaincy role offers support to both patients and staff the impact of their role can be two-fold, firstly alleviating some of the additional caring responsibilities on staff in providing support to patients during harrowing and stressful times, and also to staff who reach out to them for pastoral care.

How this role can support other members of the Wellbeing Community:

Chaplains are trained in practice-guiding disciplines such as theology, philosophy and ethics, as well as in interpersonal skills and pastoral counselling. Their formation offers organisations and professions a resource to deepen understanding about the pastoral, spiritual and religious needs of the health care population.

Chaplains should be encouraged to draw on their wide contact with patients and service users to represent areas of concern to senior management. They may also have an appropriate role in supporting and encouraging members of staff to voice any concerns they may note in the course of their duties and speak up.



Staff Networks

Purpose of the role:

Organisations are committed to creating a more diverse and inclusive environment and ensuring that they harness the talents of all our staff fully. Staff Networks contribute to addressing and solving problems for all under-represented and disadvantaged groups and individuals within our organisation. Individual organisations will have a variety of staff networks, and these could include but are not limited to:

- Staff Race Equality Network (SREN)
- Disability and Wellbeing Network (DAWN)
- Lesbian, Gay, Bisexual and Trans+ (LGBT+) Network
- Muslim Network
- Women's Development Network
- Carer's Network
- Menopause Network
- Christian Network

Positive impact the role can have on our people:

Staff Networks offer a safe space for colleagues to come together to share and have real honest conversations on work-life experiences highlighting both areas for improvement and areas of success to enhance a culture of inclusivity.

How this role can support other members of the Wellbeing Community:

Staff Networks assist in the shaping and delivery of organisational strategy and policy, working with their Organisation's HR & OD Community and board members to improve staff experience on specific issues relating to each network, by offering a collective voice for the workforce.





Practice Education Facilitators (PEFs)

Purpose of the role:

Practice Education Facilitators work in unison with universities to support learners in practice (including pre-registration students and apprenticeships). They ensure all students get the best out of their training, with the main focus of their role being to assist in maintaining the quality of the practice learning environment, so that students and staff get the right opportunities to learn, while they are working in an organisation. They support professionals who have responsibility for supervising students.

They also provide enhanced pastoral support to students; support supervisors and assessors dealing with failing students; liaise with higher education institution colleagues to support both students and staff in practice settings; support preceptees and preceptors ensuring the preceptorship framework is embedded.

PEFs are often Preceptorship Leads in many organisations.

Positive impact the role can have on our people:

Retaining staff within the early years of their career is a real focus of our healthcare organisations if they are to meet the demands of today and in the future. Offering the best opportunities for new colleagues to remain and thrive in the workplace, will reduce the increasing burden on our existing colleagues who do not feel they have the resources to carry out their role effectively.

How this role can support other members of the Wellbeing Community:

PEFs have regular access to our early workforce and should be sharing evolving workforce issues or concerns with members of our HR & OD Community, so they are able to provide early intervention to reduce or get rid of these concerns.

PEFs can share with students the health and wellbeing support provided by other members of the wellbeing community to ensure, where required, wider support is accessed as early as possible.



Legacy Mentors

Purpose of the role:

Legacy Mentors are stand-alone roles funded internally or via NHSE/HEE. They are responsible for pastoral support, mentoring and coaching of those in their early career. They are experienced clinical individuals looking to share their experience, however they are NOT formally responsible for education or preceptorship, but can be involved. The role should specifically focus their attention on Nursing and/or Midwifery staff in the first 24 months of their working life in the NHS and Social Care, with the intention of improving experience and reducing early year attrition.

Positive impact the role can have on our people:

Legacy Mentors provide essential professional advice, education and guidance and pass on a 'legacy' to the next generation. They play a crucial role in supporting staff health and wellbeing and career progression.

With approximately a third of our NHS people currently in late career, the legacy mentor role can provide these colleagues with an opportunity to extend their career while also supporting our NHS people at the start of their career to stay and progress in role.

How this role can support other members of the Wellbeing Community:

Legacy Mentors can share H&WB support with those in their early career to increase awareness and build confidence to reach out when support may be needed. They can link with other members of the wellbeing community, such as Health & Wellbeing Champions, PNA/PMAs, FTSU Guardians, to build awareness of the support available to staff in early careers.

Sharing insights/feedback from staff in early careers with members of the HR & OD Community will help to build improvements into future strategies.





Preceptors

Purpose of the role:

A Preceptor is an experienced practitioner. The role is additional to their existing clinical role. They holistically support and develop a preceptee to attain their preceptorship competences and support the transition into their new clinical role.

Positive impact the role can have on our people:

The role of preceptor should be provided with protected time to support meetings with the preceptee as outlined within the organisational policy and the National Preceptorship Framework for Nursing (2022). A [preceptorship framework for midwifery](#) launched in 2023 is also available.

They:

- ensure organisational and departmental induction's have been completed, and check that the preceptee is fully aware of local ways of working and appropriate policies.
- facilitate introductions for the newly registered practitioner to colleagues, multi-disciplinary team, peers and others.
- promote networking and development of effective working relationships

- use coaching/mentoring skills enabling the newly registered practitioner to develop clinically and professionally, and develop confidence.
- facilitate a supportive and inclusive learning environment by signposting resources and actively planning learning opportunities for clinical, professional and personal growth of the newly registered practitioner.
- liaise with the line manager to monitor progress and address areas of poor performance or areas requiring further development through objective setting and regular review, keeping preceptorship lead involved.

How this role can support other members of the Wellbeing Community:

Preceptors are able to build awareness of all members of the Wellbeing Community that exist within their organisation, and the support available.

Preceptees are encouraged to escalate concerns, reflecting on their own professional practice, and take ownership of their own development. Where concerns are identified that relate to staff wellbeing, these should be escalated to relevant members of the Community.



Next Steps

We would ask that systems and organisations take the following action:

- Introduce your Wellbeing Community through your Wellbeing Guardian and HRD and gain their support.
- Bring members of your Wellbeing Community together as a network and explore how they want to be supported.
- Identify together how as a network they can co-create opportunities to gain and share insights, to inform future interventions/strategy.
- Integrate Wellbeing Community Approach as part of your workforce and occupational health and wellbeing strategies and implement Wellbeing Community Network organisationally.

We would ask that systems:

- Use this example, which shows the vast number of roles included in a Provider Organisation's Wellbeing Community, to develop this across the wider Health and Care Organisations, including Primary Care, Social Care (Domiciliary Care/Care Homes) and the Voluntary Sector.

NW Region:

- The NW regional team will develop a animation to support the introduction of the Wellbeing Community Approach.





Developed by the NW People Experience & Engagement Team.

Designed by Cynergy | www.cynergy.co.uk