



PWP WELLBEING

A PATHFINDER SITE FOR THE STAFF WELLBEING LEARNING COLLABORATIVE

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The background is a solid green color. In the four corners, there are decorative white line-art elements that resemble circuit traces or a stylized tree structure, with small circles at the end of the lines.

“SERVICES WITH GOOD STAFF WELLBEING ARE
MORE SUSTAINABLE AND MAKE THE MOST
DIFFERENCE TO THE LIVES OF THOSE THEY ARE
HELPING”

FEBRUARY 2016 – LAUNCH OF THE STAFF CHARTER FOR WELLBEING

PWP WELLBEING SURVEY

- Based on the original Staff Wellbeing Survey
- Completed by 173 PWPs across the North of England
- Questions in relation to 3 main domains:
 - Personal Wellbeing
 - Social Wellbeing
 - Wellbeing at Work

RESPONDENTS



- 81% Female
- 60% aged 16-34
- 83% White British
- 75% no disability
- 83% heterosexual

PERSONAL WELLBEING

- 75% of respondents reported good health at least often
- More than a third of respondents feel like a failure at least some of the time
- More than a third of respondents only felt positive about themselves some of the time or less
- Nearly half of respondents felt depressed at least some of the time in the last week
 - 50% of the comments related to work issues

SOCIAL WELLBEING

- Nearly 75% of respondents reported time spent with immediate family as often enjoyable
- 75% of respondents often had someone to discuss personal matters with
- 70% of respondents often felt they were treated with respect



WELLBEING AT WORK

- Two thirds of respondents often or always found their job interesting
- 75% of respondents satisfied with overall quality of life
- 82% of respondents never (or rarely) felt subjected to personal harassment through bullying
- Only 2% had ever been accused of bullying
- 30% had observed bullying of others
- Only 15% experienced discrimination from patients/relatives
 - 40% in relation to age
 - 21% gender
 - 21% ethnicity



WELLBEING AT WORK (CONT.)

- Two-thirds of respondents often found the job stressful
- 50% were rarely or never satisfied with the amount of time they spent on administration
- 50% were rarely or never satisfied with the amount of time they spent meeting performance targets and nearly three quarters' feel pressured into meeting targets
- Only 50% were often or always satisfied with the amount of time they have for supervision
- Only 20% were satisfied with the amount of time spent on CPD

WORKING HARD...

- Only 19% felt they didn't have clear goals and aims
- Two thirds of respondents feel they have the opportunity to use their abilities
- But less than half felt them doing a good job was acknowledged by their manager
- Only a third felt encouraged to develop new skills
- Only 40% were satisfied with training they receive to do the new job



INFLUENCE...

- Only one third of respondents feel able to voice opinions and influence
- Only one third of respondents feel involved in decisions which affect them in their area of work
- Less than one third felt they were involved in decisions directly affecting the public
- Only one third feel they have sufficient opportunities to ask managers about changes at work
- **Less than a quarter were satisfied with the career opportunities available to them**

THE SKILLS TO DO THE JOB...

- Two thirds of respondents felt they had the right skills to work with the patients on their caseload – which means one third don't:
- “...not having supervision that meets IAPT requirements...”
- “...working with increasingly complex caseloads including through service models where everyone has to go through step 2 first...”
- “...working with PTSD and severe OCD with no additional training...”
- “...” often encouraged to work with complex clients who will not benefit from Step 2 to meet performance and target requirements...”

Need staff focus
driven conflicts scores
Recovery Overloaded working
deskilled Undervalued Burnout
Lack Constantly
pressure expectations wellbeing
full-time non-existent draining
Heirarchy Target/stats colleagues
High Experiencing consultation Emotionally sessions work
progress dehumanising wonderful
patient demoralised Manipulate risk
Low Increased complexity time scope
moral

NEXT STEPS



- Know more detail of what the problems are for the PWP's specifically...
- World Café Event – Monday 19th December 2016. Appreciative inquiry to:
 - Explore what 'good PWP wellbeing' would look like
 - Develop recommendations and actions to improve/maintain good PWP wellbeing
 - Provide support for the Staff Wellbeing Charter specifically for PWP wellbeing