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# From Macro to Micro to Me: Wellbeing in the time of Covid-19. A Reflective Journey for Person Centred Wellness



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A close-up photograph of a forest floor at night. The ground is covered in dark, textured moss and small, glowing mushrooms with white stems and caps. Several bright blue butterflies are scattered across the scene, some resting on the moss and others in flight. The background is a soft, out-of-focus blue light, creating a dreamlike atmosphere.

**“Our understanding of wellbeing is  
influenced by our beliefs and experience”**

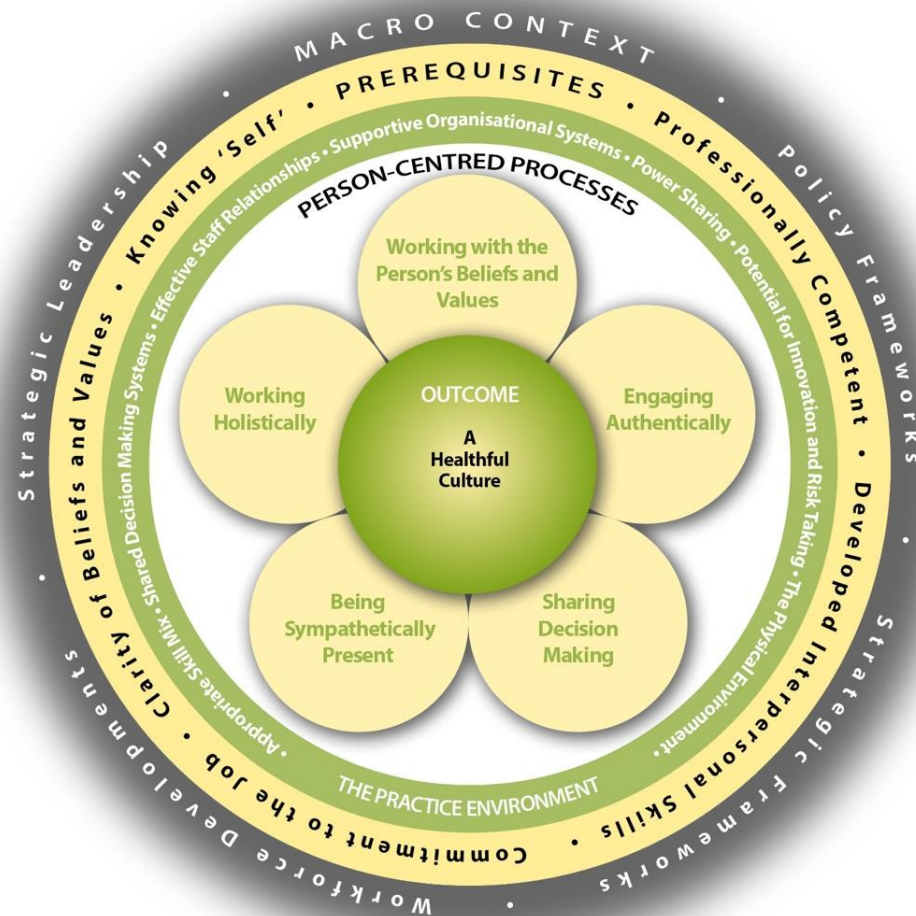
Manley, et al. (2021) International Practice Development in Health & Social Care, 2<sup>nd</sup> Edition



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# Person Centred Framework



McCormack & McCance 2015



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# Planning and Evaluation – The Macro

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The POWH/SSEH Wellbeing Plan for 2022-2025, has been drafted for endorsement based on findings from:

- wellbeing staff rounding completed in early 2022 at POWH
- literature review of wellbeing initiatives in the COVID era
- stakeholder discussions with executive, MedApps, Medical Education Unit
- results from the People Matters survey

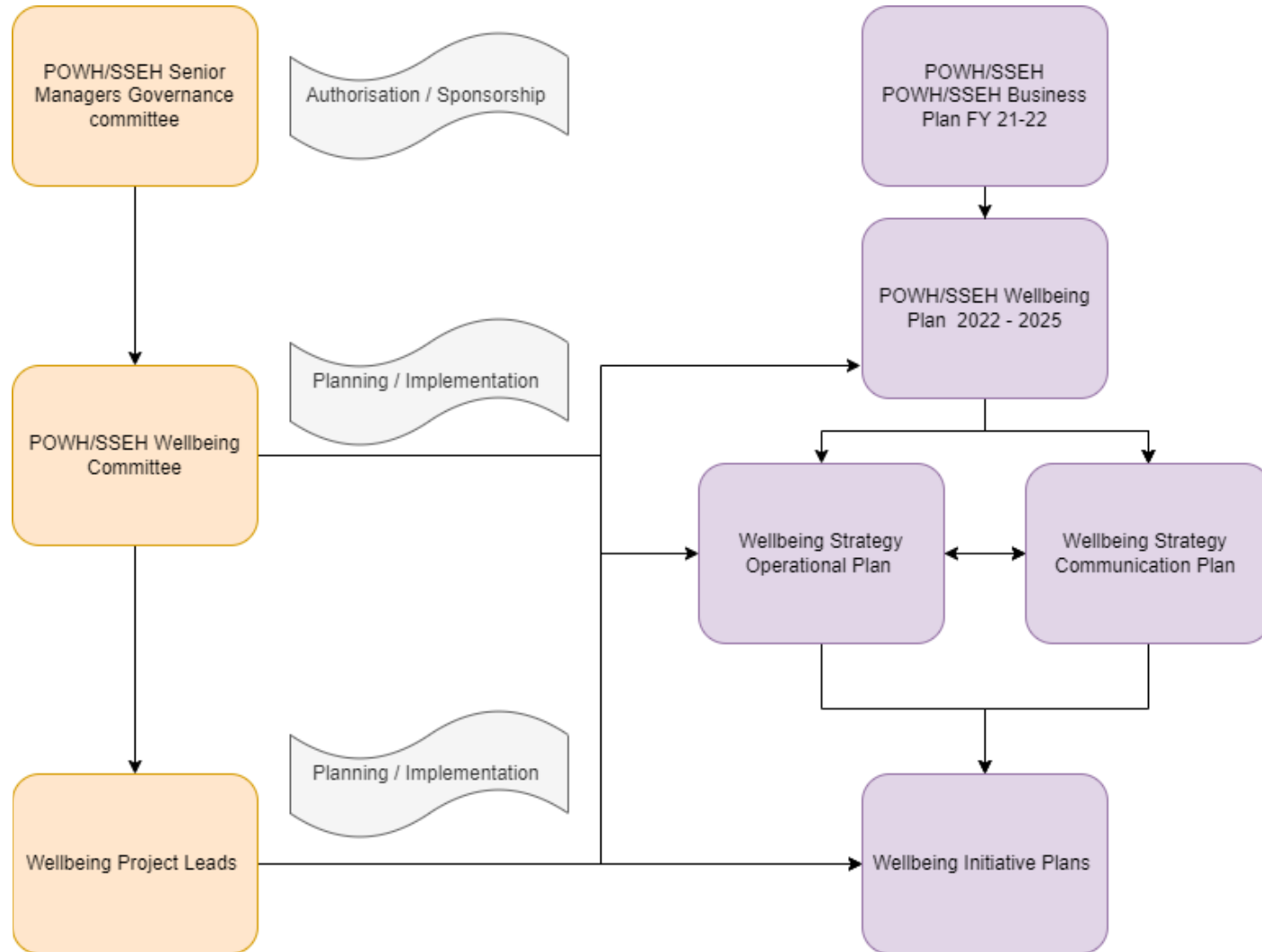
Terms of reference for a POWH & SSEH wellbeing committee have been drafted.

The objective of this committee will be to ensure effective delivery and evaluation of the POWH & SSEH Wellbeing Plan.



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# Governance Structure



POWH/SSEH

# Wellbeing Plan

## 2022 – 2025



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### Vision:

A workplace environment that supports, connects and enhances its people

### Key Principles:

Executive and all management support > collaboration > communication > evaluation

#### Healthy People



A workplace that focuses on the health of our individuals

#### Healthy Teams



Supportive, inclusive and diverse teams that take pride in their unique identity and culture

#### Healthy Communities



To be part of an engaged and collaborative community that is committed towards achieving healthful outcomes

#### Healthy Futures



To be a leader in workplace wellbeing within our local and health service community



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# POWH/SSEH Wellbeing Plan

## Healthy People



A workplace that focuses on the health of our individuals

- The maintenance of healthy behaviours is supported from all levels of staff to all people including eating well, getting enough sleep and exercising
- Effective one-on-one supervision and mentorship programs implemented for all staff along with access to wellness coaching
- Creation and prioritisation of innovative and collaborative professional development opportunities across specialities
- Provision of varied wellbeing initiatives as well as targeted mental health support to high risk groups or at times of key transitions or high stress points

## Healthy Teams



Supportive, inclusive and diverse teams that take pride in their unique identity and culture

- Increase visibility and inclusion of all team members and improved awareness and regard of clinician and non-clinician specific workflows
- Training for team leaders and managers at all levels in supporting a culture of transparency and support when dealing with health and wellbeing issues
- Creating and promoting staff only spaces
- Initiatives that prioritise sharing of team successes, recognitions and reflections



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## Healthy Communities



To be part of an engaged and collaborative community that is committed towards achieving healthful outcomes

## Healthy Futures



To be a leader in workplace wellbeing within our local and health service community

- Thorough planning and evaluation of wellbeing initiatives utilising research principles to determine transferability to sites within SESLHD and the wider community
- Deliver evidence based initiatives in partnership with mental health organisations and universities
- Promotion of local artists and culture that instil a sense of wellness
- Promote facilities that encourage staff to be physically active in the local community such as bike racks, shower facilities, walking and running routes
- Wellbeing initiatives and mental health programs that are receptive and adaptive to staff feedback and ensure continuous improvement
- Establishment of POWH/SSEH Wellbeing Committee to ensure appropriate governance and sustainability of initiatives
- Access to, and capacity building in, use of appropriate IT infrastructure to support innovative work practices
- Publication of health and wellbeing initiatives to staff using a range of effective and impactful resources



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# Wellbeing Leads – Macro to Micro



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# Staff Wellbeing - Macro to Micro



## Thrive

Healthy Brains for Healthcare Workers



Thrive is a 12-week research study that includes a seven-week staff wellbeing program open to all POWH staff. Based on the neuroscience of wellbeing and a collaboration among POWH, NeuRA, and UNSW, this program will provide insights about healthier brains and a healthier life.



The research study involves completing four online surveys (30 mins each) over the 12-week period and completing the 7-week wellbeing program via one of two arms: online presentations or takehome resources. Each participant will be randomly allocated to one arm. It runs from 4/10/21 to 31/12/21 and you can register to participate by contacting Mary Mulcahy: [mary.mulcahy@health.nsw.gov.au](mailto:mary.mulcahy@health.nsw.gov.au). Completing the 7-week program qualifies participants for 10 CPD points and a Certificate of Achievement. The aim of the study is to measure the impact of the Thrive program on staff wellbeing. This study has ethical approval and is being led by Dr Justine Gatt.



**Thrive Site Principal Investigator:**  
Mary Mulcahy, M. Adult Ed.  
(Nurse Educator, POWH)  
**Thrive Co-Investigator:**  
Luke Egan, Ph.D.  
(Research Assistant, NeuRA)

**Thrive Principal Investigator:**  
Justine Gatt, Ph.D.  
(Senior Research Scientist, NeuRA & UNSW)  
**Thrive Co-Investigator:**  
Karen Tuqiri, M. Health Lead. & Man.  
(A/Director of Nursing & Midwifery, SESLHD)



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# DEAR DIARY – Wellbeing Themes



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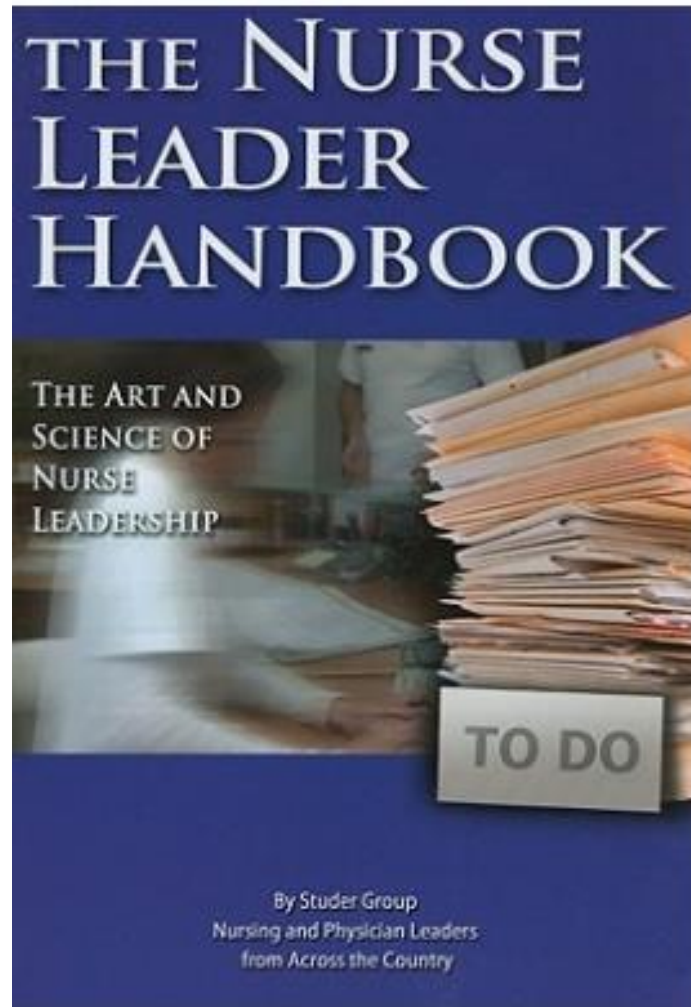
# Micro to Macro

Original Artwork 'Compassion' -  
POWH Dear Diary Series.

"Today I learned that  
compassion is ingrained in me,  
in these quiet and private  
moments it comes so naturally  
and authentically, purely for the  
patient, no matter who they are"



# Facilitated Reflective Supervision Groups – Strategic Leadership



## What I would like to get from Supervision?

- Humour
- Listening / Support
- Experiments / Activities to try to take back to the ward
- Openness & Enjoyment
- Network to share experiences
- Humour and Wellbeing
- Sharing of Resources / successes / overcome challenges

## What Supervision means to me?

- Support and Reassurance
- Shared ideas
- Shared Knowledge
- Compassion for Self and others
- Sharing of experiences
- Gaining a different perspective and growth
- Support, Guidance and Support
- Shared Learning
- Support
- Collegiality



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# Regeneration Stations for Staff Wellbeing

REST. REVIVE. RECHARGE.

Call for Unit Wellbeing Champions to lead and support the creation of unit based stations - Contact Faith Shearer directly with your EOI by May 1st 2020.

As a Champion you are invited to view the newly set up **Prototype Regeneration Station** - located in the Medical Records Department, Level O, POWH.

For more information contact:  
Faith.Shearer@health.nsw.gov.au  
Anita.Alexander@health.nsw.gov.au  
Mary.Mulcahy@health.nsw.gov.au



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# Facing Covid Together - March 2020

## ADVICE FOR SUSTAINING **STAFF WELLBEING** IN CRITICAL CARE DURING AND BEYOND **COVID-19**



The anticipated needs of staff will vary across each of the phases, consider the following support mechanisms:



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## KIND WORKERS IN COVID-19 (KWIC) WELL-BEING GUIDE

Simple well-being strategies to use during your shift....



### COMMIT TO HAVING A SHIFT BUDDY

Buddies can:

- Enable each other to take breaks/hydrate
- Help with using PPE
- Check in with throughout the shift (Are you OK?)
- Complete the Going Home Checklist together

### QUESTIONS TO ASK EACHOTHER

- I know that....  
You have elderly parents  
You had to cancel your holiday  
You have your wedding coming up
- I notice that....  
You have been quieter than usual  
You seem a little distracted  
You are naturally worried as we all are
- To the team:  
We've all been watching the media, I know for myself it's worrying... just wanted us to come together and ask how you are all going?
- Use your own caring words and finish with RUOK?



### SELF-CARE FOR DEPLOYED STAFF

- Check out unit orientation
- Seek out a buddy to help you
- Talk to the team leader about skills required
- It's OK to ask for help and feel totally new
- Speak up if you feel out of your depth



### TEAMS WELCOMING DEPLOYED STAFF

- Welcome and introductions
- Quick orientation to unit layout
- Shift Guide (model of care/procedures)
- Provide a preceptor or shift buddy to support
- Check-in throughout the shift
- Complete Going Home Checklist



### TEAM LEVEL SUPPORT

- Healthy snack trolley for staff
- The Safety Swap - Rotating workers from high to lower stress functions
- Attending Safety Huddle each shift for updates and support
- Weekly Team Debrief Huddle

The strategies outlined in this guide are based on: Advice for Sustaining Staff Well-being in Critical Care During and Beyond COVID-19 by Intensive Care Society (UK)  
<https://www.ics.ac.uk/ICS/Education/Wellbeing/ICS-Wellbeing.aspx?hkey=92344951-a875-4487-8a68-245707877a5c>

Prepared by: Mary Mulcahy and Eithne Cannon, Nurse Educators, Prince of Wales Hospital Nursing Education and Research Unit

## GOING HOME CHECKLIST



- ✓ Take a moment to think about the shift - how are you feeling now?
- ✓ Acknowledge one thing that was difficult on your shift: Let it go.
- ✓ Be proud of the care you gave today
- ✓ Consider 3 things that went well today
- ✓ Check in with your colleagues before you leave: are they OK?
- ✓ Are you OK? Your team are here to listen and support you
- ✓ Now switch your attention to home: **Rest and Recharge**

Adapted from NHS Going Home Checklist: <https://www.dh.nhs.uk/news/the-going-home-checklist>

## TEAM DEBRIEF HUDDLE - THE WEEK THAT WAS



What are you most proud of this week?  
What was our biggest challenge this week?  
What do we need to consider for next week?  
Are we all OK?

## COMMIT TO SELF-CARE



Adequate sleep/rest  
Limiting social media and news coverage to once a day  
Exercise & Movement  
Nutritious Food & Hydration  
Time for Calm (nature, meditation, music, hobbies...)  
Seek ways to connect with others

Ask for Help (Friends, colleagues, leadership team, qualified health professional, Employee Assistance Program EAP)

REMEMBER: IT'S OKAY  
NOT TO BE OKAY

Converge International is your  
Employee Assistance Program (EAP) provider.  
To make a free counselling appointment or  
speak to a consultant call:  
1300 687 327.



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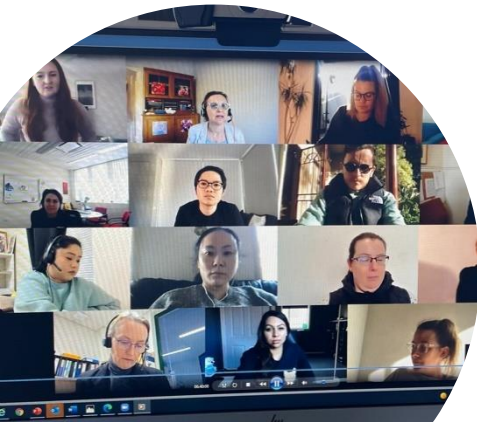


# The Lavender Case & Room



## The Lavender Case

- Filled with self care & wellbeing resources
- Individuals can choose for themselves which activity they would like to experience



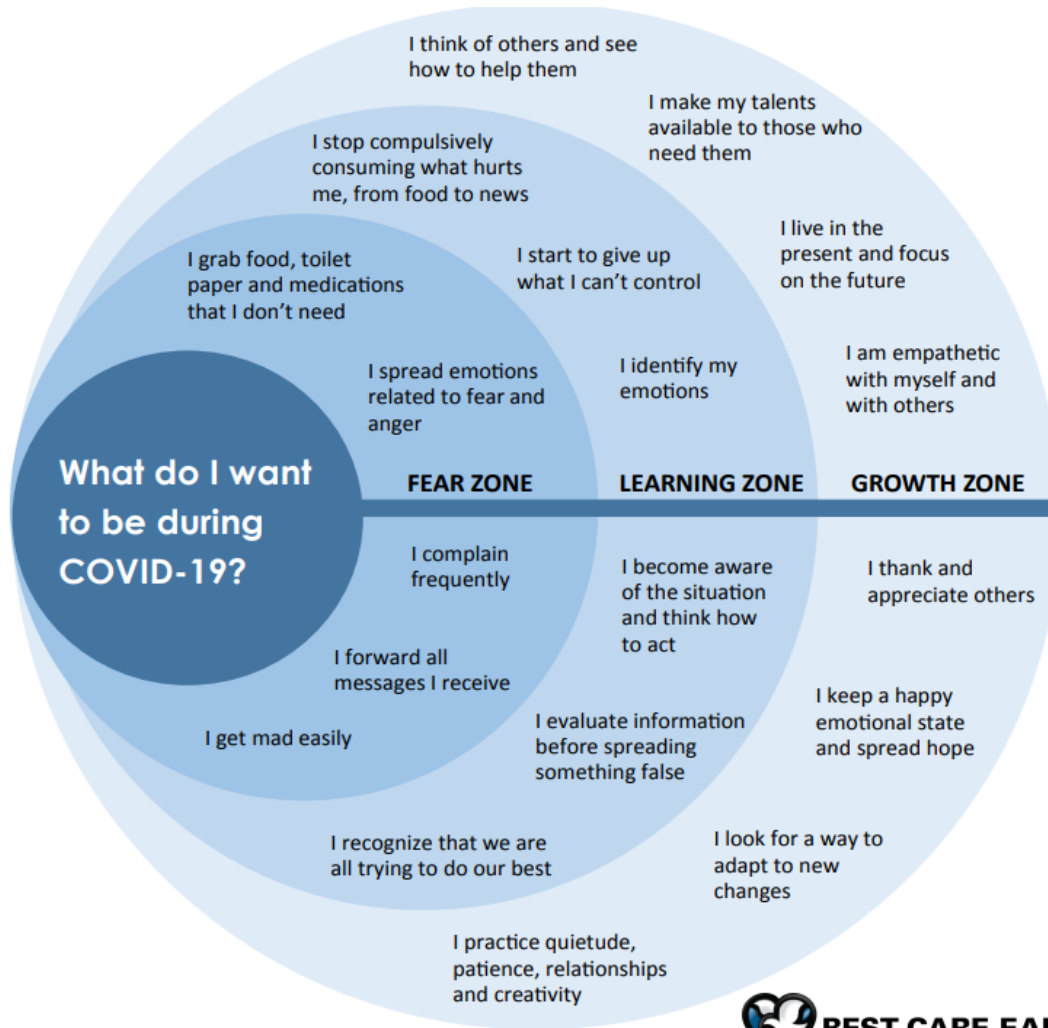
## The Lavender Room - Team Building Session:

- Self Care & Wellbeing
- Team Strengths Finder
- Building Resilience
- Setting Personal Positive Intentions



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# Virtual Wellbeing Sessions for Teams



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# 'Knowing Self' – Micro to Macro Influence



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# Person Centred Spaces & Places that inspire wellness

- 'Wellness Coaching Room' for staff in ICU and Recovery
- Staff Wellness Screens ICU – Share your pet or favourite location pics😊
- Staff Wellness Spaces – SESLHD Wellbeing Grant submitted for 2022



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# Spreading Wellness each Month

Active April 2022

MONDAY



4 Eat healthy and natural food today and drink lots of water

TUESDAY



5 Turn a regular activity into a playful game today

WEDNESDAY



6 Do a body-scan meditation and really notice how your body feels

THURSDAY



7 Get natural light early in the day. Dim the lights in the evening

FRIDAY

1 Commit to being more active this month, starting today

8 Give your body a boost by laughing or making someone laugh

SATURDAY

2 Spend as much time as possible outdoors today

9 Turn your housework or chores into a fun form of exercise

SUNDAY

3 Listen to your body and be grateful for what it can do

10 Have a day free from TV or screens and get moving instead

17 Be active outside. Dig up weeds or plant some seeds

24 Get active in nature. Feed the birds or go wildlife-spotting

11 Set yourself an exercise goal or sign up to an activity challenge

12 Move as much as possible, even if you're stuck inside

13 Make sleep a priority and go to bed in good time

14 Relax your body & mind with yoga, tai chi or meditation

15 Get active by singing today (even if you think you can't sing!)

16 Go exploring around your local area and notice new things

18 Try a new online exercise, activity or dance class

19 Spend less time sitting today. Get up and move more often

20 Focus on 'eating a rainbow' of multi-coloured vegetables today

21 Regularly pause to stretch and breathe during the day

22 Enjoy moving to your favourite music. Really go for it

23 Go out and do an errand for a loved one or neighbour

25 Have a 'no screens' night and take time to recharge yourself

26 Take an extra break in your day and walk outside for 15 minutes

27 Find a fun exercise to do while waiting for the kettle to boil

28 Meet a friend outside for a walk and a chat

29 Become an activist for a cause you really believe in

30 Make time to run, swim, dance, cycle or stretch today





# Navigating Loss & Acceptance through Covid -19

## ‘Being Person Centred’

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# Time for YOU 😊 – A Mindful Moment

