

Caring for the carers in an Australian public health district

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Why Imagine?

- 2017 Staff issues identified through people matter survey
- Feedback sessions from staff
- Staff identified issues around stress at work
- Started as a quality project - funding and ethics obtained
- 2018 Bulli Hospital Pilot study with NRSF \$22,456 plus in-kind
- Additional NRSF \$81,060 plus in-kind for district implementation

Program Outline

Aim: to introduce and evaluate a six week wellbeing program for staff in Illawarra Shoalhaven Local Health District

Steering Group

Multi-disciplinary staff and the informed the development of the program

In collaboration with the ISLHD Nursing and Midwifery Research Unit and a wellness expert from University of Wollongong.

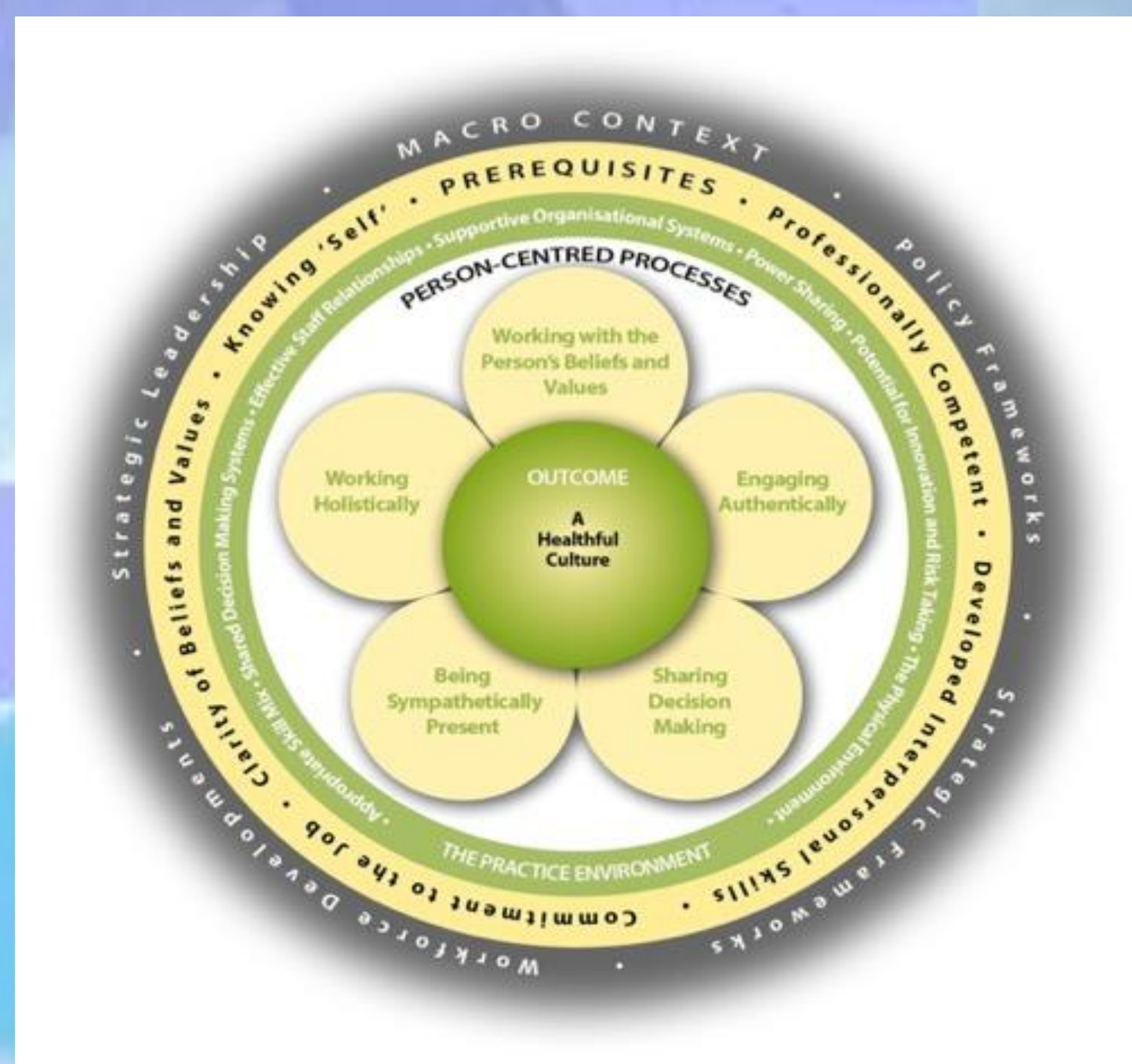
Imagine Sessions: programme facilitators ran 1 hour weekly wellness session over 6 weeks which included four core and two elective topics:
 Core one - Developing a personal portrait
 Core two - Gratitude
 Core three – Yoga
 Core four – Understanding triggers and developing coping mechanisms
 Elective one – Mindful walking
 Elective two – Nutrition
 Elective three – Strengths
 Elective four – Hand massage and reflexology

Elective topics decided by the participants
 All sessions incorporated meditation & mindfulness

Links to Person Centred Practice

- The Imagine program is supporting workforce development (Macro Level)
- Outcomes linked to knowing self and enhanced communication and commitment to the job (Pre-Requisite level)
- There is increased innovation and supportive organisational systems (practice environment)
- Authenticity and working with the person and their values and beliefs (person centred processes)

Person-centred Practice Framework



McCormack & McCance 2017

Research Aim

The study aim was to examine if a six-week wellbeing programme (Imagine) can improve healthcare professional's workplace engagement, workplace wellbeing, and job satisfaction.

Recruitment, Data Collection and Analysis

- An Expression of Interest was developed to recruit participants for the programme and to employ two programme coordinators from within our nursing/midwifery staff to support the implementation and evaluation of the programme.
- 18 participants attended a one-day 'train the trainer' facilitator session to enable attendees to deliver the weekly wellbeing sessions
- 232 participants were recruited to participate in 27 programs across eight hospital sites and community services.
- Participants were nurses, allied health staff, doctors administrative staff and health & security staff.
- Three Pre and Post survey measures: Work engagement, workplace wellbeing index and Job satisfaction.
- Data collection occurred from February to June 2019.
- Paired *t*-tests were used to analyse pre-post survey mean variance

Tool	n	Pre	Post	Mean difference <i>t</i> -test	p	95% CI	Cohen's d
		M	M				
Workplace engagement	172	4.82	5.10	0.28	0.001	0.21, 0.35	0.44
Workplace wellbeing	169	5.29	5.54	0.25	0.001	0.12, 0.39	0.27
Job satisfaction	172	4.11	4.29	0.18	0.001	0.11, 0.26	0.32



Imagine Project Team (Jackie D absent)



Imagine Programme participants

Results

Workplace engagement

- Full-time staff members benefited the most from the wellbeing initiative with a 6.11% increase in engagement after the initiative.
- Highly experienced staff members also showed a 6% increase in engagement after the initiative.

Workplace wellbeing

- Nurses' wellbeing rose by 5.6%.

Job satisfaction

- 4.12% rise in job satisfaction amongst full-time staff members.

Conclusions

- Programme was most beneficial for nurses and full-time staff members
- The highest success of the programme was in increasing healthcare professional's engagement with their workplace.
- Increased workplace engagement, wellbeing and job satisfaction is due to reciprocity of social exchange, nursing staff have learnt coping strategies that increased their mental toughness and the programme provided an opportunity for the participants to create a network of supportive peers and receive encouragement from supervisors to take care of oneself.

