

# REHAB REVOLUTION

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## THE REHAB TEAM TAKE ON ENJOYMENT AT WORK

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The Rehab Team have been working hard to improve their overall wellbeing in the workplace ever since being involved in the renowned project 'Enjoyment at work', facilitated by the brilliant Quality Improvement Team. Their main aim was to increase the number of good days reported by staff over a period of 6 months; and with a team of 27 staff members filled with committed and passionate individuals they have certainly made some great achievements through some even greater struggles.

## CHANGE IDEAS

### Bake-Off & Their newly formed running group

Attempted to increase social connections and friendliness within the team



### Relaxation room

Created a space where staff can relax and unwind



### Having plants in the office

Aimed to improve the environment in the office

### Feeling Valued

They have attempted to embed feeling valued into their culture



## ACHIEVEMENTS

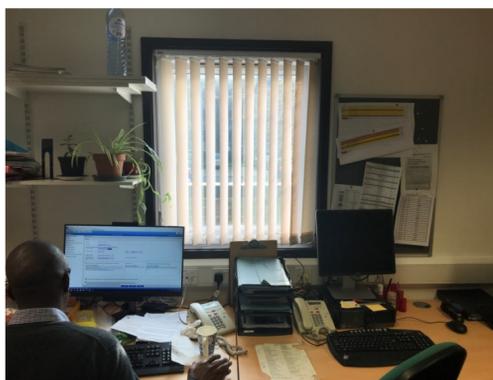
Their first achievement was the success of **the bake off!** Staff members commented, '**was a fun event and nice to do something social with the team**' & '**More of it, perhaps every 3-4 months**'. This team has definitely **worked towards building social connections**



and friendliness.

The **relaxation room** has created a space where staff can unwind. In their evaluation survey staff reported that the room made them **feel less stressed/more relaxed throughout their day**.

With the inclusion of **plants** in the office the team have **begun to improve their work environment**; '**Nicer environment, plants give me energy, positive energy**'. This brought about further positive change as the team went onto arrange a decluttering morning, which apparently was well over due!



Most profoundly the Rehab Team have worked towards **embedding 'feeling valued' into their culture**. Staff who attended the wellbeing lunch commented on the event, '**It helped me to feel reassured and valued by the team**' & '**I really enjoyed it - It was a great way to show people appreciation and to get positive feedback**'.

Overall, the team have tackled what could seem trivial to what could be essential to the trust. They have taken on 'feeling valued' as the significant change which they would like to continue working on and in doing so they have added an achievement slot to their supervision templates and a thank you slot in their clinical meeting template.

Nonetheless, they have simply hoped to plant a seed; a seed for all staff at the Rehab Team to be aware of their wellbeing and their enjoyment at work; not to be afraid of change and to continue being kind to themselves and to one another; and that is something which they have definitely achieved.

## Challenges

The Rehab team found that getting the wider team on board did present a challenge and maintaining motivation through the project was difficult at times. Gathering data through the ImproveWell app was effective at first and then became more of a challenge as time went on. While the team thought together of alternative ways to collect data, these have not been introduced or trialed as yet. The team found it difficult at times to dedicate the time required to implement change ideas, particularly ideas that require more thought and preparation, such as developing a schedule of wellbeing lunch sessions. It was hard to dig deeper into some of the issues that arose from staff feedback, and consider more challenging change ideas. At the same time, due to difficulties collecting data, it was a challenge to measure the real impact of some of the smaller changes that were trialed.



## Advice to others

- The Rehab team would encourage other services to take up opportunities to be involved in the Wellbeing QI work.
- They advise that as many staff as possible book on to the Pocket QI course if possible before starting.
- It is important before starting the work that you make sure you have a dedicated core group and also protected time to devote to the project.
- Make sure your core group is made up of staff from different roles and parts of the service
- Think early on about other ways of collecting data for the good day measure, if the app isn't going to be effective for your team.
- The team found that gathering qualitative data was crucial, in giving meaning to the work and generating themes, which then formed the focus of many of the change ideas.
- Use the support of the QI team and coach, there is so much support out there!

