

Supporting the mental health of NHS staff

**NHS
CHECK**



Getting the basics right

- Frame wellbeing as a safety issue
- Provide wellbeing support nationally as an essential safety net
- Ensure sufficient levels of staffing

National and system level



Creating the right culture

- Establish good staff mental health as a common priority across all stakeholders
- Acknowledge there is no 'one size fits all' answer
- Permit and encourage local innovation and adaptations to develop evidence-based staff mental health support programmes



Learning and planning

- Synthesise findings across Trusts to analyse and share learning
- Champion and reward best practice
- Review progress and ensure accountability, such as standard setting, defined roles or governing bodies

- Effective staff rotation to ensure sufficient recovery time
- Encourage break-taking
- Continued provision of relaxation spaces
- Adequate and accessible nutrition and hydration
- Free parking
- Sufficient PPE and safety training

Organisational level

- Ensure all supervisors feel confident talking about mental health and using supportive language
- Develop innovation around local needs
- Translate national programmes to local context and feedback grassroots successes to the NHS system

- Ensure mental health is routinely on the communications agenda and messaging is consistent
- Use communications to create awareness of support processes and how to access them
- Recognise that sufficient Continuing Professional Development is supportive of staff mental health
- Collect robust data to ensure support is delivered to the right places and works well

- Be a proactive trusted confidante to all team members
- Foster an environment of psychological safety within the team
- Ensure people take time to recover

Managers, teams and individuals

- Encourage team members to 'have each others' back'
- Encourage team members to express their thoughts about how to improve their own, and colleagues', mental health
- Provide psychological permission 'not to be ok'
- Role model taking time out and acting supportively

- Notice when a break or change is needed, as not everyone will speak up
- Personalise communications within teams to make support relevant and accessible, while maintaining consistency with the organisation's principles
- All supervisors should learn, and regularly refresh, their active listening skills