



Oxford University Hospitals
NHS Foundation Trust



Oxford Psychological Medicine Centre: Support for staff wellbeing COVID-19 initiatives

Self-help for all, Support for Teams and Support for Staff in need

Version 16/4/20.

The Oxford Psychological Medicine Centre

- A joint University and Hospital Centre to improve the psychiatric and psychological care of the medically ill
- It delivers integrated clinical services, teaching and research
- It has approximately 100 clinical staff (mostly psychiatrists and psychologists) for a group of 4 hospitals with a total of 12,000 staff.

A stepped care approach based on need



Step 1. Self-help for all

Self-help is encouraged by working with Hospital Directors & Communications teams to:

- Provide positive messages about effective coping and self-care
 - Rest and sleep
 - Diet and exercise
 - Talking to colleagues, friends and family
- Ensure that Trust endorsed resources and self-referral services are:
 - Consistent with our strategy
 - Evidence based and reputable
 - Filtered from the many available to prevent staff information overload

Step 2. Support for Teams

Support for teams is achieved by working with each team's wellbeing lead to:

- Provide training on managing traumatic events
- Role model healthy behaviour such as taking breaks
- Identify staff who are vulnerable and may require individual help
- Signpost relevant online and app based resources
- Encourage staff to support each other including 'buddying' programmes
- Model a cohesive and caring team function including listening to others
- Create space to share experiences at the end of a shift ('wash up').
- Direct team members who require individual help to an appropriate resource

Step 3. Support for staff in need

Support for staff in need is achieved by supplementing the Occupational Health service with psychiatry and psychology time to:

- Identify and assess staff in need of individual psychological or psychiatric care
- Supplement the Occupational Health with psychiatric and psychological expertise
- Provide signposting, and referral when needed, to external services including
 - General practitioners
 - Psychological treatment services (IAPT)
 - Mental Health services
 - Other high quality providers of psychological and psychiatric care

This strategy will evolve according to need and available resources

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We are paid to do this work by the hospital but have no other conflicts on interest