

### Aim

- To establish a weekly Mindfulness practice in Newham MHCOP, which is attended by 20% of (50) community staff by December 2015.

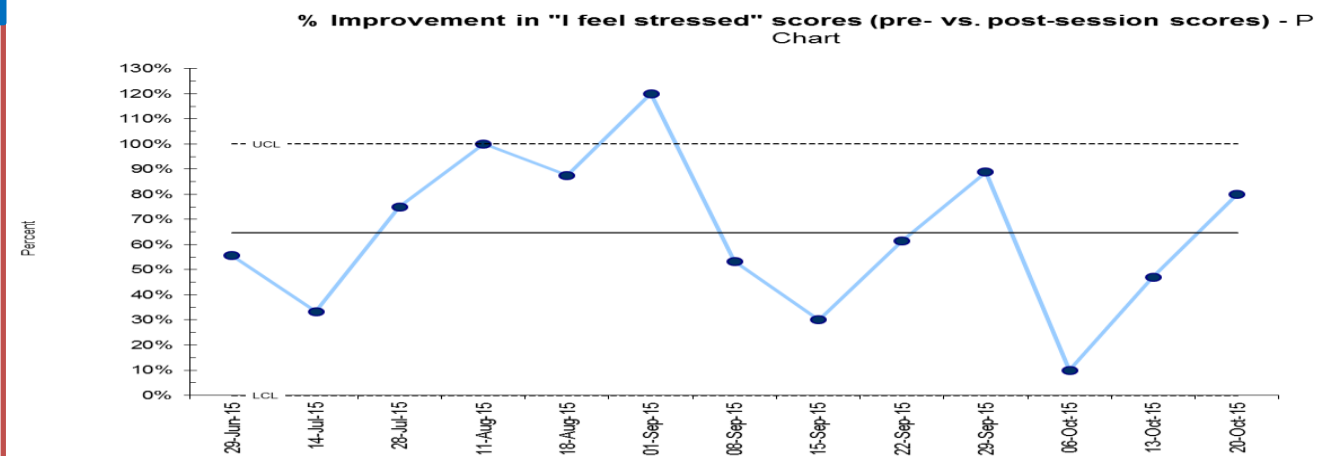
### What are we testing?

Whether these brief weekly sessions are of interest to staff (are people attending regularly?) and whether they find them to be of benefit, notably in terms of managing stress and work related pressures. We will know the change is an improvement if staff report that the practice benefits them and they would manage their stress less if the sessions were not provided.

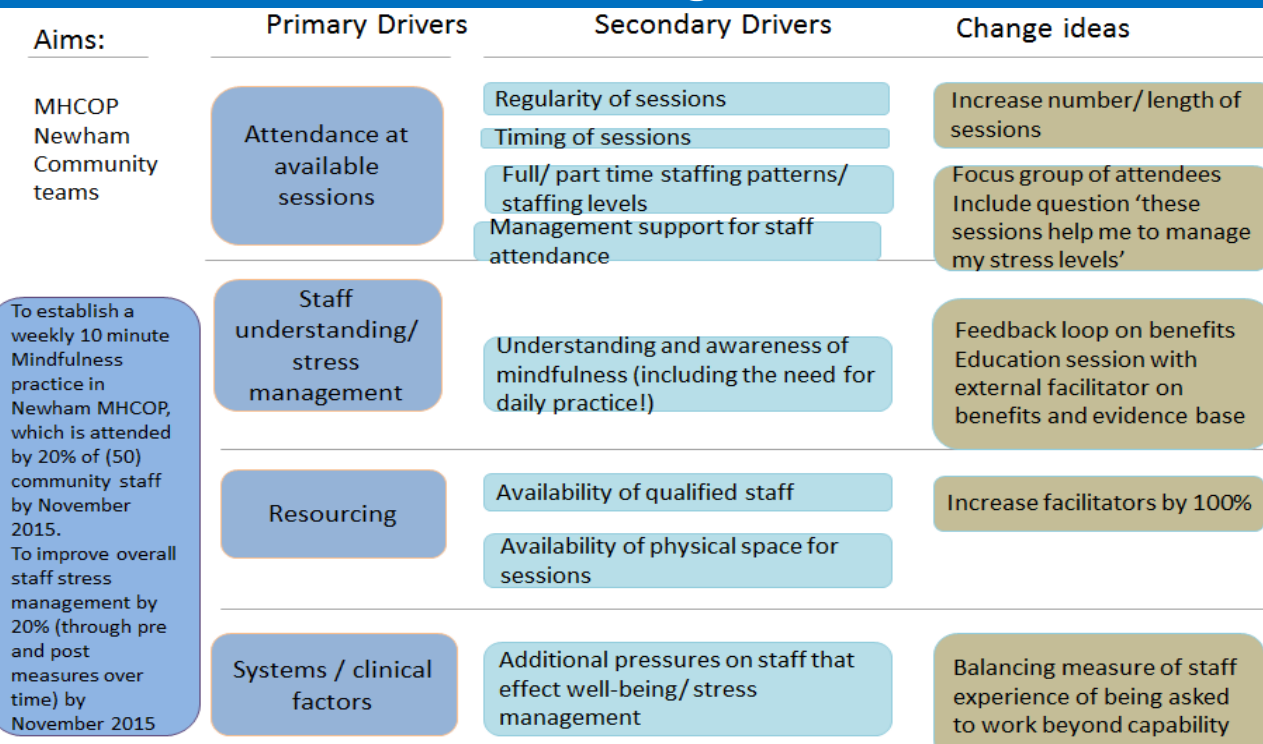
### Why is this important to service users and carers?

Staff well being is an important priority for the Trust. The literature is replete with evidence that the stress inherent in health care negatively impacts health care professionals, leading to increased depression, decreased job satisfaction, and psychological distress (Shapiro et al 2005) as well as negatively affecting decision making and ability to establish strong relationships with patients, all of which compromise patient care. Research demonstrates that mindfulness interventions can effectively reduce stress, anxiety, and depression.

### Outcome measures



### Driver diagram



Pre and post measure, 5 point likert scale looking at levels of stress, anxiety, feeling overwhelmed by work expectations, sense of calm and sense of being valued at work

#### Why did you choose those measures?

to measure any immediate changes in people's sense of stress and anxiety before and after the practice, and to track the overall pre and post scores over time

### Learning

**Initial aim too complex, staff satisfaction is a multi faceted an area to target with one small intervention. Also Question 5: I feel valued- too big an area for these brief sessions to be able to target. Therefore reviewed aims and questions to drop I feel valued question and add 'these sessions help me to manage my stress levels' and 'I value these sessions'**

**Importance of manager's buy in to facilitate staff attendance**