



Enjoyment at Work

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“Enjoyment takes Work”

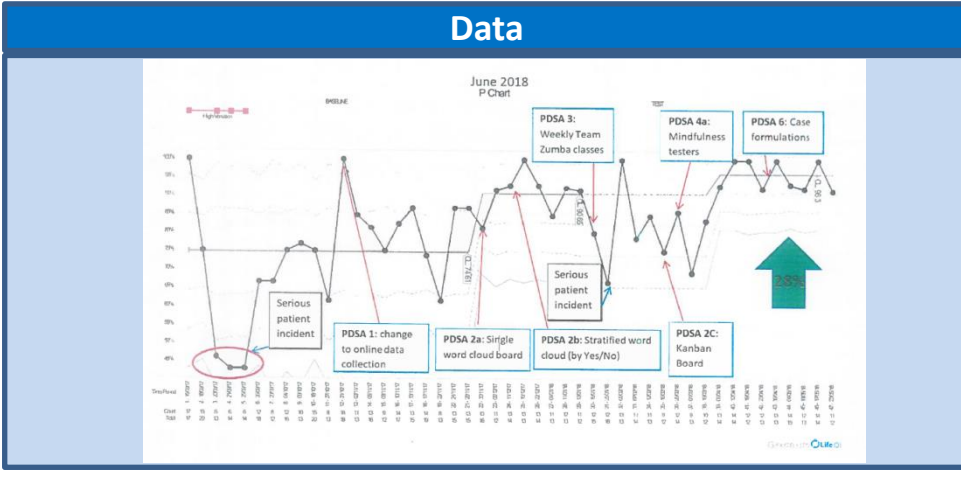
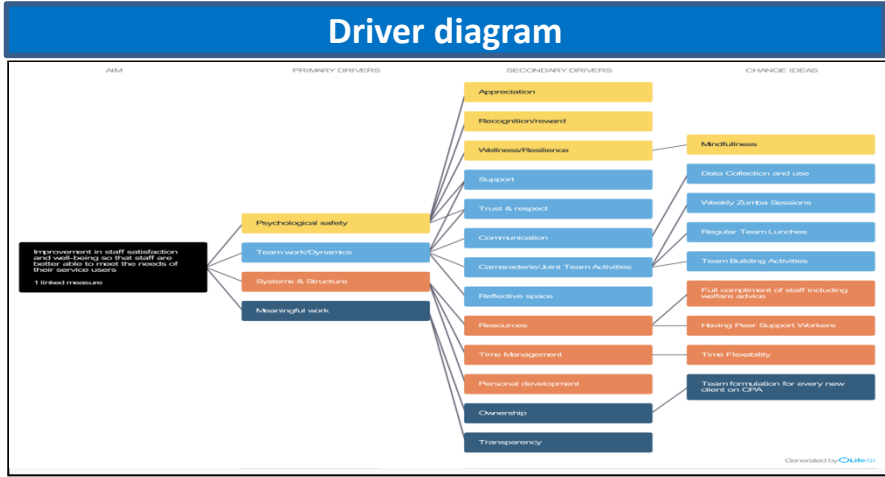
Aim

Improvement in staff satisfaction and well-being so that staff are better able to meet the needs of their service users

Why is this important to service users and carers?

This is important for service users and carers because the evidence suggests that staff are able to meet service users needs more effectively when they have increased enjoyment at work. [1]

Tests of Change



Learning and what next?

We have learnt change in culture takes time and challenges the system. Over the past 10 months we have seen changes in attitude and engagement from staff. In order to maintain and improve we will continue this work, testing change ideas provided by the team. We are now also focusing on how to maintain sustainable positive changes.



Tell us your story in a nutshell

The aim of this project is to improve staff enjoyment at work, we began in September 2017 by collecting baseline data asking one question “did you have a good day at work today” with 2 possible responses “mostly yes” or mostly no”

This question generated some curiosity and resistance , as well as valuable feedback.

From the responses we produced word clouds and data charts which facilitated conversation around enjoyment at work and change ideas for weekly staff Zumba sessions, team formulation and mindfulness sessions.

Zumba has been running for 4 months, Team Formulation has been running for 3 months and mindfulness sessions have been running for 6 weeks, all with regular attendance which is recorded on Life QI.

Each of these change ideas have produced positive feedback on the enjoyment at work survey.

Additionally, good day responses on the survey have shown an upward shift of 28% since these changes have been made.

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[1] Hall LH, Johnson J, Watt I, Tsipa A, O'Connor DB. Healthcare Staff Wellbeing, Burnout, and Patient Safety: A Systematic Review. Harris F, ed. *PLoS ONE*. 2016;11(7):e0159015. doi:10.1371/journal.pone.0159015.

Any additional team or project photos?



Paste them into a slide and we will share them with your project story!

Please return your completed poster to elft.qi@nhs.net