

## Wellbeing support for colleagues during Covid

- Safety of colleagues was prioritised with PPE, staff vaccinations, and accommodation for working colleagues. Colleagues were also redeployed to support front line colleagues.
- National health and wellbeing support included national wellbeing apps, communities of practice and up to 176 wellbeing interventions for local consideration and use.
- In Kent and Medway all organisations had a range of wellbeing support including Employee Assistance Programmes and access to counselling, trained Trauma Risk Management Practitioners, leadership support circles (equipping leaders with evidence base wellbeing interventions), coaching and mentoring and wellbeing conversation training rolled out and embedded.
- Wobble rooms were in place away from clinical environments as decompression areas and Project Wingman roaming bus provided wellbeing promotion and support.
- Talking Wellness service provided by KMPT offered therapeutic support for mental health challenges including a Mental Wellbeing Information Hub and 24-hour helpline provided resources and urgent support available to all colleagues in health and care.
- Long Covid clinics developed for staff and public.

## Support for staff post pandemic

- Long Covid clinics remain in place in Kent and Medway
- National wellbeing apps and wellbeing support in place continued until December 25.
- South-East and Kent and Medway Health and Wellbeing group remains in place including TRIM practitioners to support networking, development and continued support
- All Kent and Medway colleagues continue to be able to access therapeutic support through EAPs or counselling services
- Kent and Medway health and wellbeing shared website for all colleagues in NHS, LAs and social care to access
- Health and wellbeing conversations are now standard practice
- Leadership support circles remain in some organisations as needed.
- Formal wellbeing groups in organisations and work with staff side organisations as needed.