

Health and Wellbeing of the Msk Physiotherapy Team



SITUATION

Health and Safety lead became increasingly aware that the Outpatient Msk Physiotherapy staff were feeling more under pressure to complete non-clinical duties. This often involved staff having to stay after their hours either to complete their clinical notes, onward referrals, or working on non-clinical projects. Outcome being, an increase in stress levels and overall workload

ASSESSMENT

I decided to complete a Health and Wellbeing Forms questionnaire to try give all staff a chance for their voice to be heard and to see if we could tackle any issues from a Health and Safety Perspective

BACKGROUND

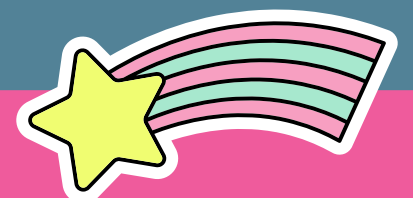
Our Msk Outpatient waiting lists were regionally 4 weeks pre- Covid. Since then they initially rose to 33 weeks and have gradually reduced over the last 4-5 years but still present a huge challenge ! To help with the waiting list, locums were employed and Bank Staff to assist. This helped massively, but referrals continued. As senior experienced staff left for the APP jobs or similar, the Msk Out Patient Department had a reduction in experienced staff. New staff were employed both from this country and overseas and they have all been a massive asset to our TEAM. The outcome was that all the original members of the TEAM had to recover from Covid and all that that involved, accept relocation, work towards a new job description, train lots of new members of staff, encourage staff to complete the SOMM and Injection training, take on non-clinical projects and continue with their own clinical work. Administration help had also been reduced. We were all happy to complete the above but it became increasing obvious that it had taken its toll.

RECOMMENDATIONS

- Provide a safe space for any members of staff to report their Mental Health issues at work and then be referred to Occupational Health
- If their issues were of a domestic nature, encouraged staff to Self ref to OH and to take up all support services available, as seen on the weekly DG Communications
- Encouraged staff to sign up for the Women's Health Network and keep recordings-provide 10-15mins per week to take part
- Noticed there was no Men's Network!
- Encouraged staff to take up the Function Fitness MOT which is available through Active Lives
- Advise staff to go outside during breaks or walk during lunch-even take a longer lunch to walk and work slightly later
- Incorporate Monthly Pilates, Yoga, Tai Chi, TEAM walk in our CPD afternoon on a Tues 1-3pm
- Provide Support and Supervision Time weekly for all members of staff to discuss Clinical and Non clinical issues including Mental Health
- To reduce frustrations plan to make decisions at Msk TEAM meetings to save waiting another month for an outcome.
- Sending out a Health and Wellbeing questionnaire every 6 months to keep on top of any issues
- Annual TEAM building opportunities
- Incorporate social activities where the whole TEAM are all invited



Acknowledgments



Thanks to all my Msk Colleagues for completing the FORMS questionnaire honestly and on time!

<https://forms.office.com/e/zcGGruxBHVur>

