

Wellness Induction for NHS Learners during the COVID-19 pandemic



**A Guide for NHS
Organisations**

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1. Introduction

The health and wellbeing of staff are a priority for the NHS. Within the ongoing COVID-19 pandemic, Health Education England (HEE) recognises that healthcare staff are more at risk of stress, anxiety and burnout than ever before.

HEE is dedicated to supporting the workforce to deliver high quality, safe healthcare during these challenging times, and are working with Trusts to support them in offering Wellness Inductions to all NHS learners starting placements during the COVID-19 pandemic.

The aim of the Wellness Induction is to support all NHS learners in maintaining their wellbeing during the COVID-19 pandemic, through the provision of personal guidance and signposting to wellbeing services and resources.

The Wellness Induction is not intended to be an assessment of wellbeing or a health check. It is aimed at supporting NHS learners through raising awareness of their own wellbeing as part of a routine induction process and signposting learners/trainees to support and resources.

This guide for NHS organisations will outline how the Wellness Induction can be implemented.

2. Why have a Wellness Induction?

Working in the NHS can be challenging at the best of times. During times of national crises, such as the COVID-19 pandemic, risk of stress, anxiety and burnout can be particularly heightened.

The Wellness Induction is offered to all NHS Learners. The aim is to support them in exploring and maintaining all aspects of their wellbeing, through a personalised, integrated and holistic approach that considers the five elements of wellbeing.

The Five Elements of Wellbeing (adapted from Rath & Harter 2010)

1. COVID-19 NHS Staff Wellbeing and Career Wellbeing
 - How you are managing working during the COVID-19 pandemic
 - How your time is used on a daily basis
2. Physical & Mental Wellbeing
 - Your physical and mental health and energy
3. Social Wellbeing
 - The strength and quality of your relationships
4. Community Wellbeing
 - Your sense of engagement in your social or environmental spheres
5. Financial Wellbeing
 - Your ability to meet your basic need and feel security

The Wellness Induction will guide you to develop a personalised Wellness Action Plan and signpost you to wellbeing services and resources as you start your new placement at an NHS organisation.

3. What is the Wellness Induction?

The Wellness Induction is a 30 minute wellbeing meeting which will be conducted by a trained NHS Wellness Champion via video-teleconferencing or face-to-face in private, confidential space. The induction will be held within 2-4 weeks of you starting your placement.

The Wellness Champion will ask a series of questions to support you in reflecting on your wellbeing before offering personalised guidance and signposting to local, regional and national wellbeing services and resources. They will also encourage and support you to develop a Wellness Action Plan if desired.

The Wellness Induction is a one-off meeting designed to kick-start your wellbeing journey.

4. How do we implement the Wellness Induction?

a. Wellness Champions

- Wellness Champions will be recruited locally to conduct the Wellness Inductions on a voluntary basis.
- Wellness Champions can be any member of NHS staff from your organisation, but should not be clinically associated with the learner.
- NHS organisations will release Wellness Champions from their duties to conduct Wellness Inductions as part of their commitment to maintaining staff and learner wellbeing.
- There is currently no remuneration available for this role.
- Wellness Induction training, arranged by Wellbeing Leads, will be provided locally or regionally.
- Wellbeing Leads will also be responsible for providing further training resources as required.

b. Facilities

- A private room will need to be available on the site of the NHS organisation or teleconferencing facilities will need to be available to conduct Wellness Inductions.

c. Governance Structure

- In each NHS organisation and across the regions, there will be a community of Wellness Champions.

- Wellbeing Leads will oversee the Wellness Champions and the Wellness Inductions.
- The Wellbeing Guardian appointed at each NHS organisation who sits on board will be responsible for all wellbeing activities in their NHS organisation.

d. Feedback and Quality Assurance

- Wellness Inductions will be monitored to ensure they are being offered to all new learners.
- NHS organisations will locally arrange feedback protocols for learners and Wellness Champions to ensure the Wellness Induction are of quality standard.
- Learners will have the opportunity to respond to questions about the Wellness Induction via the National Education and Training Survey (NETS).
- Learners will be able to raise concerns with the Wellness Champions network, the Wellbeing Lead, the Wellbeing Guardian, to their local Health Education England deanery if the issue cannot be resolved locally.
- Wellbeing Champions are also able to raise quality concerns to their local Wellbeing Lead and Wellbeing Guardian.

5. How will Wellness Champions be trained?

Wellness Champions have to undergo formal training to deliver Wellness Inductions, which will be organised by the Wellbeing Leads. Training pathways may differ slightly from region to region and may include a combination of face-to-face and online learning. Pre-recorded webinars and videos are available to support Wellness Champion training.

Training will involve the following:

- Introduction to the Wellness Induction
- Structure of the Wellness Induction
- Identifying wellbeing concerns
- Coaching and Motivational Interviewing Techniques
- Developing a Wellness Action Plan
- Escalating concerns

6. What further support is available?

Any specific enquiries regarding the implementation of the Wellness Induction can be directed your local Wellbeing Lead or Wellbeing Guardian.

12. Glossary

Wellness Action Plan

- A personalised, practical tool to support the achievement of wellbeing goals.

Wellness Champion

- A trained NHS staff member who conducts your Wellness Induction. The Wellness Champion will be from your NHS organisation, but will not be clinically involved or associated with you or your job role.

Wellness Induction

- A private, confidential, 30 minute discussion designed to support learners in maintaining their wellbeing.

Wellbeing Guardian

- The appointed member of the board who obtains assurance that the organisation's activities are not harming the wellbeing of staff.

Wellbeing Lead

- A member of NHS staff who is responsible for the operational implementation of the organisation's health and wellbeing strategy and plan. Wellbeing Leads may be embedded in the organisation's wellbeing, HR or Occupational Health teams, or may hold another role in the organisation in addition to their wellbeing responsibility.