

Staff health, safety and wellbeing

CARE for immediate needs for safety

- Occupational Health Services.
- TRIM training.
- PPE and training in use.
- Rest areas.
- Staff testing programme and manager support for staff who are confirmed positive.
- Provision of uniforms.
- Keeping hydrated access to drinking water.
- Access to kitchen facilities or places to prepare and eat food.
- Showering and changing facilities.
- COVID-19 Daily Brief.
- COVID-19 Website.

PROVIDE information on coping

- Working from home checklist.
- Individual risk assessment – Safe Workplaces.
- National Wellbeing Hub – www.promis.scot
- Aberdeenshire Council Stress and Mental Wellbeing Resource Pack.
- Going home checklist.
- Local Area Partnership Fora and Advisory Structures.
- CAMHS podcasts.
- Trade Union/Professional Organisation advice and support for members.

EDUCATE and normalise responses

- Use principles of first aid and normalise distress.
- Access to online learning materials via Turas.
- Values based reflective practice.
- Recovery and renewal teams.

PROTECT from further threat and distress

- Individual OHS risk assessments regarding health conditions.
- Wellbeing Centre at ARI for ARI staff.
- Partnership involvement and GAPF engagement.
- My Healthy Workplace website.
- Promotion of Scottish Government Public Health Campaigns (Flu Vaccinations).
- Healthpoint.
- Role specific training (eg. MH, VA and clinical skills).
- Team development and support.
- HR Hub advice and support for staff and managers.
- Workplace and PPE champions.
- Home working, H&S guidance, Home working checklist.
- Communication of positive messages and available support (Daily Briefs, Intranet, YouTube, Facebook and Twitter).

Provide information and SUPPORT for practical tasks

- Proactive skin health information and OHS/dermatology support.
- Access to childcare.
- Corporate and local induction.
- Area Clinical Forum.
- Healthy Working Lives.
- Staff accommodation.
- Staff transportation.
- Team development and support.
- Staff and manager's COVID-19 Q&A.
- Management of Workforce in a Major Incident including Pandemic – outlines clearly what staff can expect of the organisation and what the organisation can expect from staff.

COMFORT and consolation for people in distress

- Psychological Resilience Hub open to **ALL** staff.
- TRIM approach.
- Use line management and peer support networks to ensure day to day support.
- Appraisal, objectives and development.
- Confidential contacts.
- Chaplaincy services.
- Bespoke psychological response for teams as required.
- Access to national help channels (including National Wellbeing Hub)
- Access to Grampian/ Aberdeenshire Support Services – Aberdeenshire 1st Response; SAMH My Dynamic Life; Pillar Kincardine; Networks of Wellbeing; Quarriers.
- Support for Moral Injury.
- Use of self help materials and use principles of Psychological First Aid.

CONNECT with social support

- Encourage time off ward to connect with peers.
- Encourage time off to connect with family and friends.
- Encouraged via social media, briefs and via SLT.
- Planned annual leave.
- Flexible working arrangements.