



NHS Lothian will collectively support our staff through the challenges of Covid-19 mitigating negative impacts for individuals, teams and patients



Physical Well-being

Access to healthy hot food 24 hours
Hydration
Sleep and relaxation
Exercise
Access to required safety equipment - PPE

Psychological Well-being

Access to a range of options for staff to express, concerns, fears, feelings
Tolerance and management of uncertainty
Support to manage increased emotional labour
Support in readiness for anticipatory care and ceilings of care conversations
Support to care for patients in current context - no visitors

Visible Leadership & Communication

Frequent, focussed, relevant communication that reaches all staff
What matters to you conversations
Enabling required infrastructure - work environment, IT, equipment
Recognising & acknowledging success
Removing barriers

Focus on our Values

Team camaraderie
Rapid PDSA cycles
Encourage innovation, thinking differently, safe to fail
Civility saves lives - calling it out with compassion
It is ok not to be ok & whole-self at work

Learn & Grow from our Experience

Capturing stories
Plan for the recovery phase
Future focus - this will pass, then what?

Well-being Huddle Template
Before You Head Home Check-in
ELHF - well-being small grants

Here for You Psychological Support Service
Staff Listening Service
OHS Counselling service
EC4H Guidance

Daily Speed Read
COVID-19 Base intranet
Site Huddles
Microsoft Teams
COVID-19 Workforce Guidance

After COVID-19 I will.....

Leading through COVID-19
Coaching Coaching Conversations

NHSL 'I feel so close to you' dance representation from all levels job families

Curation of story-telling via social media

2020 Leadership Conference
Leading -Through COVID-19

Active learning events - feed learning into future preparedness plan