



## STAKEHOLDER NEWS

APRIL 2022

ISSUE 07

Regular update for our stakeholders on developments and key milestones from the You Matter team

**Where do you put your You Matter posters?** Following a presentation by You Matter, a GP deputy practice manager wrote to us to say thank you. "Our whole team heard about your service, know that their mental health and wellbeing is important and how we can get help if we are struggling. We have posters around the practice (including the loos!) so that staff can be reminded of the check list of signs that confirm if their physical, psychological and social wellbeing is okay, at risk or needing help. We already have mental health first aiders in the practice but acknowledge that sometimes we might want to speak to someone that is not directly associated and the 'You Matter' team are an ideal option. After all we all have difficult times!"

We continue to offer support to all teams across all of our sectors – NHS, CCG and Primary Care, Mental Health, Community, SCAS and Social Care. This can either be a general introduction to our services, or we can easily tailor the content to suit your needs. General team wellbeing hubs as well as topic based sessions on e.g. menopause or bereavement have been well received in March. If you'd like the same or would like to discuss alternative options on a presentation for your team, please get in touch by emailing [youtmatter@oxfordhealth.nhs.uk](mailto:youtmatter@oxfordhealth.nhs.uk).

### Stress Awareness Month – April 2022

**The Stress Management Society** are asking us to focus on the importance community plays in managing our stressful lives. They say: 'consider diversity and inclusion, and the role they play in building successful relationships and creating the foundations of a strong community.'

#### Did you know?

505 REACT MH bookings now reached! Find out about the training in supporting colleagues that everyone's talking about at [react.admin@nhs.net](mailto:react.admin@nhs.net).

#### Date for your diary: April '30 Day Challenge'

'The 30 Day Challenge' encourages you to pick one action each for your Physical, Mental and Emotional Wellbeing.

**Top tip – Eat mindfully:** savour the taste, texture and sensation of chocolate this Spring to make it last longer and satisfy you more. (this may help you choose how much to eat as well!).

### YM Thematic Analysis poster – now available

Following on from our November 2021 newsletter, our Thematic Analysis poster is now available to view. It encapsulates the research carried out by our AP's, Nadine and Emily, focusing on the first 100 cases seen by our service. Below is a snapshot of the poster. If you would like a copy for information, to share with teams or to download and display in relevant staff areas, just get in touch.

## A Thematic Analysis of Health Care Professionals' Cases from the You Matter Wellbeing Hub

By Edwards., N; Giles., E and supervised by Clarke., D. (2021)

**BACKGROUND**

It is well known of the continued pressures faced by the NHS and Social Care. Issues with staffing (rota gaps, sickness, and poor retention) which are often characterized by burnout, absenteeism, anxiety, and depression (see, Hall et al, 2016).

There has been a recognition of the increasing prevalence of mental health (MH) difficulties within the health and social care workforce, which has quadrupled since pre-Covid 19 (Greenberg et al, 2021). In seeking to explore individual experiences of MH and wellbeing in staff members this study reports on the content of the first 100 calls made to the You Matter Resilience and Wellbeing hub in Oxfordshire.

**FINDINGS**

Themes such as: mental health concerns (stress, anxiety, low mood), sleep disruptions, family (including relational issues), and work-related issues were often working to both contribute or maintain staff member's difficulties. Two superordinate themes were:

- The systemic impacts of Covid-19.
- Disrupted sense of self-efficacy described by staff in the context of Moral Injury (guilt/shame/anger when

**PURPOSE & RESEARCH QUESTIONS**

The objectives of this report were to identify the needs of staff members who access the service. Addressing this by exploring the subjective experiences of health and social care staff and asking: "what are the main presenting problems for staff members accessing the service?"

**METHODS AND MATERIALS**

A thematic analysis using secondary data of notes from initial assessments were extracted from PCMIS (Patient Case Management Information System) and anonymised. n=100, text was coded independently by two You Matter workers, and themes were developed using an iterative process.

**Codes**

- Work Pressures / Changes as a result of COVID
- Support / Needs
- COVID -19
- Financial concerns
- Physical Health Concerns - Self/Other
- Bereavement
- Family/ Relationships
- Low mood
- Anxiety
- Stress
- Sleep

**Subordinate Themes**

- Occupational/ Organisational Factors / Anxiety about work
- Health Fear about self/others
- Mental Health Impacts / Professional Burnout

**Superordinate Themes**

- Systemic Impacts of COVID -19
- Self-efficacy & Control/ Cognitive Dissonance in Maintaining wellbeing & Moral Injury

**Table of Codes and Definitions**

Codes	Definition	Example Quotes
Work & COVID-19	This included a lack of training within newly redeployed roles, lack of PPE, changes on a service level, management level, and individual level.	"During the pandemic [I] was redeployed to a respiratory unit for a week but requested a return to my normal unit because of concerns regarding insufficient PPE." "This was very difficult for [me] because of the stress of being exposed to the virus and speaking up for [myself]. Knowing that another nurse may be redeployed in [my] place ... [made me feel] guilt."
Staff Members' Support Needs	Descriptions of poor communication of the support available to them from service, managerial and peer levels and concerns about confidentiality, crossing paths with colleagues and the stigma they may face.	"I don't want to tell supervisors I'm struggling as [I] don't want them to think I'm not performing."

### Wonderful Women and Wellbeing – International Women's Day 2022

For this year's International Women's Day, the YM team took part in a week long celebration, hosted by Oxford Health NHS FT – [click here](#) to watch the recording (OHFT internal only). More than 45 people joined us from across BOB ICS – here's what some had to say:

**What an engaging, practical and concise session – thank you!**

**Great session, it's been really helpful. Such empowering facilitators.**

**This has been incredible; I am feeling so much kinder to myself already.**

**This has been one of the best online sessions I have been to. Thanks so much (you're all amazing and inspiring).**

**Remember: it's very easy to contact us to arrange an appointment for you or your team.**

**Online referral**  
Via our website homepage:  
[www.oxfordhealth.nhs.uk/youmatter](http://www.oxfordhealth.nhs.uk/youmatter)

**Email us**  
[youmatter@oxfordhealth.nhs.uk](mailto:youmatter@oxfordhealth.nhs.uk)

**Phone us**  
Call 0800 145 6568  
Monday to Friday  
Excluding bank holidays  
8am – 4pm