

# Dorset Wellbeing and Recovery Partnership

Welcome to the winter edition of the Dorset Wellbeing and Recovery Partnership (WaRP) newsletter.

We feel it is important to acknowledge that the principles of Wellbeing and Recovery are not only applicable to people who access our services but also to staff who work within them. This newsletter is therefore dedicated to the wellbeing and recovery of staff and recovery leadership within the organisation. Acknowledging and celebrating the broader application of these principles is essential for embedding recovery throughout the Trust.



## We're All on a Journey ...

If you have been to any WaRP presentations, you will recognise the following quote:

*"Probably the most useful way of understanding recovery is linking it to our own experience because it is something that is common to all of us; it is not specific to mental health problems. Any of us, who have been through a divorce, being made unemployed, a major illness or bereavement, know that that changes us; there is no way to going back to how we were before that event. We have to incorporate that into our way of living and we learn from that and move on with that, which is exactly what we are talking about in terms of recovery from mental health problems..."*  
Repper 2009

We make no apologies for using this quote time and time again as it accurately highlights how we

can all apply the principles of recovery to ourselves, no matter who we are.

Whether or not you are part of the "one in four" statistic, we know that we all have to look after our mental health and emotional wellbeing. It is quite commonplace for us to feel stressed and overwhelmed, particularly in the current climate of uncertainty and impending changes within the NHS. Managing stress in the work place can be a tricky task and often stress management and stress risk assessments can heighten these feelings for individuals rather than alleviate them. For this reason a group of managers within Dorset HealthCare University NHS Foundation Trust, Penny Smith: Occupational Health Nurse Advisor, and the WaRP have worked together to produce a Wellbeing@Work Action Plan.

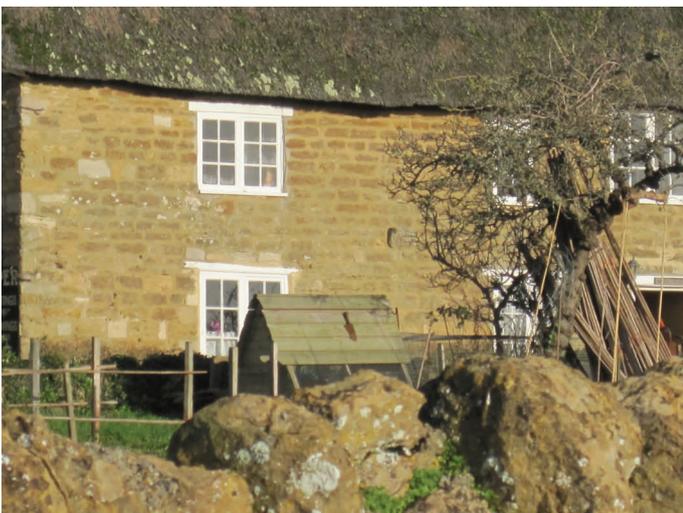
The Wellbeing@Work Action Plan aims to give an overview and stepped guidance to managers in how to effectively support staff and manage stress within the workplace. Creating the conditions that promote wellbeing is the first step to this guidance and highlights specifics that create positive work environments.

If you would like a copy of the Managing Stress at Work: Wellbeing@Work Action Plan please contact

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## Take Me to Your Leader!

Continuing the theme of the broader application of recovery principles is Recovery Leadership. We have defined recovery leadership as an approach that incorporates recovery principles such as listening, promoting creativity and personal responsibility, hope, focusing on strengths, communicating a vision with a person's leadership style.

One of the ten organisational challenges as identified by the Centre for Mental Health is "Ensuring organisational commitment, creating the 'culture'". This challenge recognises that in order for recovery to be embedded throughout an organisation there is a need for recovery leadership.



We do not wish to lose sight of the importance of recovery principles and how they can support the change management process for staff, particularly in times of rapid change. We recognise that being a manager or a team leader within health services is inherently stressful and this group of staff is potentially "the middle squeezed", between top-down and bottom-up pressure.

For this reason over the past year the WaRP has run a number of leadership workshops across Mental Health Services in West Dorset and also with the Connecting Health and Social Care Team Leaders. The focus of these workshops is to:

- give people the opportunity to describe how it feels to be in the management role they are in;
- describe the benefits of being a recovery orientated leader;
- describe the organisational barriers to leading in a recovery orientated way;
- identify steps and behaviours that people can commit to, in order to model recovery orientated leadership.

These workshops have been well received and have produced positive action plans looking at how meetings and supervision can be restructured to promote recovery values and how we can hold one another to account for these behaviours.

Resources are also being currently developed by the WaRP and a number of team leaders to support team leaders in recovery orientated leadership. We have had discussions with the Trust Board about the possibility of running recovery leadership workshops and are looking to roll these out pan-Dorset.

Copies of the Leadership Workshop reports can be found on the Trust intranet. Alternatively, please contact Phil Morgan, Becky Aldridge or Jackie Lawson (see contact details below).

## Striving and Thriving at Work – Looking for Volunteers

In addition to the leadership workshops, we have been working with Occupational Health and the Hidden Talents Project, to identify tools to support staff at work. We recently purchased two booklets produced by RADAR and written by Rachel Perkins OBE. They are: *A Work Health and Wellbeing Toolkit* aimed at all staff,

and *Going Back to Work After a Period of Absence* which aims to support staff on their return to work.

We are looking for one or two team leaders who would be interested in piloting these tools within their teams. If you are interested please get in contact.



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