

**Wellbeing Support Update**

**Primary Care Wellbeing Leadership Programme**

**New Dates**

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| **Background** |
| **“Managers have just as much of an impact on people’s mental health as their partner (both 69%) – and even more of an impact than their doctor (51%) or therapist (41%)”** *Mental Health At Work*, *Workforce Institute 2023*Research consistently demonstrates that leaders’ wellbeing influences workforce wellbeing, which directly impacts patient care, experience and outcomes, playing a critical role in shaping the culture and success of organisations. Focusing on wellbeing is an investment in leadership effectiveness, employee engagement, and in long-term business sustainability. This NHS programme was piloted nationally in 2022/23 and is currently being rolled out with primary care providers to develop culture change agents for wellbeing, supported by the NHS Leaders’ Wellbeing Faculty and a national Community of Practice.As this rollout continues, we are encouraging participation from all four primary care disciplines to acknowledge and address existing workforce priorities, and frame a coherent narrative for a longer-term programme for primary care wellbeing leadership, aligning with and building on existing programmes and objectives:* GM Blueprint Workforce priorities around recruitment, retention, learning and development, linked to workforce health and wellbeing
* The NHS Long-Term Workforce Plan emphasising the importance of embedding the right culture to improve retention
* NHS Health and Wellbeing Framework, CQC single assessment framework, QOF, Community Pharmacy Assurance Framework and Excellence in Optometry

The full programme consists of **two 2-hour** modules delivered online, to strengthen leaders’ skills, knowledge and confidence in:* **Module One & Two**

**The Case for NHS Staff Wellbeing**Aim - Demonstrate the importance of prioritising staff wellbeing in the NHS* Define Wellbeing
* Staff wellbeing impacts patient care and experience
* The nature of healthcare work (emotional labour, moral injury and the helping personality)

**Leading Your Own Wellbeing** (self-awareness and self-management)Aim - Explain why building staff wellbeing through leaders and leadership is a uniquely effective approach and offer practical approaches to building leaders’ own wellbeing using the Wellbeing Wheel Model:* Mindset and Gratitude
* Learning
* Purpose and Values
* Connections and Relationships
* Physical
* **Module Three & Four**

**Leading Wellbeing** (using behaviours that create and support healthy workplace and system cultures)Aim - Explain what leaders can practically do to lead for wellbeing* Leading ourselves under pressure and Emotional Intelligence
* The ABC of Leading for Wellbeing

**Leading Teams for Wellbeing** (using behaviours that build workforce wellbeing in teams)Aim - to appreciate the importance of teams to wellbeing and patient outcomes and take away approaches to engaging teams in developing their wellbeing* Wellbeing as a business objective
* Domains of Team Wellbeing
* Practical ways of leading teams

New 2025 dates: to register and receive the Teams link directly, please click on the dates below. Programme Numbers 1 and 2 below repeat the same content for Modules 1 to 4, split into two 2 hour sessions, which are intended to follow consecutively.

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|  | **Wellbeing Leadership Programme Number 1** | **Wellbeing Leadership Programme Number 2** |
| **Module 1&2** | [Tue 27 May 2025 1-3pm](https://events.teams.microsoft.com/event/975ded1f-5df5-446e-91a1-a54adcdf9f4b%4037c354b2-85b0-47f5-b222-07b48d774ee3) | [Wed 04 June 2025 10am – 12pm](https://events.teams.microsoft.com/event/d10b4db6-bacf-4e1b-8688-f9f5d6860e59%4037c354b2-85b0-47f5-b222-07b48d774ee3) |
| **Module 3&4** | [Tue 10 June 2025 1-3pm](https://events.teams.microsoft.com/event/008b6851-982b-433c-a440-f7714580bf1e%4037c354b2-85b0-47f5-b222-07b48d774ee3) | [Wed 18 June 2025 10am – 12pm](https://events.teams.microsoft.com/event/4b5032e2-dca0-42ea-80ca-6a16d443288e%4037c354b2-85b0-47f5-b222-07b48d774ee3) |

For more information or if you have any questions, please contact Dominic.Anderson3@nhs.net  |

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