GIG CYMRU NHS WALES
Bwrdd Iechyd Prifysgol Hywel Dda University Health Board

Update on Expenditure: Staff Welfare and Wellbeing Areas (Rest Areas) Charitable Funds Committee

28 November 2023

Staff Rest Areas

A key action from The Discovery Report was to create rest areas for staff who are suffering burn out, exhaustion and need time to rest and recover.

In order to create these rest areas, the Committee approved charitable funds expenditure of £212,295 to be spent on creating rest areas for staff across HDdUHB in December 2021.

The Process

Funds were allocated to each County Partnership Forum based on headcount in each county and each Partnership Forum was asked to submit funding proposals to the Organisational Development Team by 2 September 2022 outlining how they would like to spend the allocated funding within their counties.

Successful Projects - Carmarthenshire

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Prince Philip Hospital Radiology

Glangwili Hospital A&E

Glangwili Hospital Porter's Lodge

MH&LD Ty Myddfai, Y Delyn & Cae Bryn

Prince Philip Hospital Intensive Care

Llwynhendy Speech and Language

AVH Day Surgical Unit

Glangwili Hospital Coronary Care Unit

Glangwili Hospital Physio & OT

Glangwili Hospital Speech and Language

Successful Projects - Ceredigion

Bronglais Hospital Pharmacy

North Road Scheduled Care

Bronglais Hospital Endoscopy

BGH Unscheduled Care

Tregaron Nursing Team

Bronglais Hospital Angharad ward

Bronglais Hospital Occupational Therapy

Bronglais Hospital Podiatry

Bronglais Hospital Radiology

Bronglais Hospital Intensive Care Unit

Bronglais Hospital Theatres

Bronglais Hospital Facilities Team

Ystwyth Surgery

Successful Projects - Pembrokeshire

Withybush Hospital Staff Canteen
Withybush Hospital Emergency Department
Withybush Hospital Creche
Withybush Hospital Ward 3
Milford Haven Health Centre
Withybush Hospital Critical Care
Withybush Hospital Ward 11
Withybush Hospital ward 12
Withybush Hospital Unscheduled Care
Withybush Hospital ACDU
Withybush Hospital Pathology
Pembroke Dock Health Centre
Bro Cerwyn
Withybush Hospital Switchboard
Withybush Hospital Ward 7
Withybush Hospital Ward 4

Case Study 1: Glangwili Estates Department

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The Estates Team received £12,000 to update their rest area from a space nobody wanted to use, to a room all staff look forward to using during break times, team meetings and future events such as Christmas Dinners.

How employees feel who use the new space…

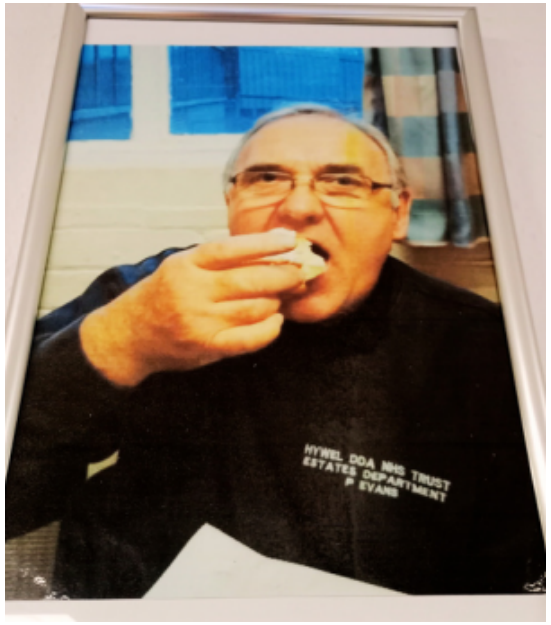
Space for all to enjoy

Delighted

Refreshing

(top 3 gathered anonymously via Menti.com)

Case Study 1: Glangwili Estates Department



Remembrance Wall

A space to remember those they have lost. The team felt it was important to have space in the room to hang pictures of colleagues sadly no longer with them.

Case Study 1: Glangwili Estates Department

Staff Feedback

Some thoughts on the mess area…

BEFORE

"I wouldn't let my dog in there"

"2 out of 10"

"Was not fit for purpose"

"I have worked here for 15 and a half years and did not want to use it"

AFTER

"Somewhere to spend time with colleagues"

"Safe space"

"Much, much improved!"

"Fits our growing workforce"

"Somewhere I can go to get away from it"

Case Study 1: Glangwili Estates Department

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Staff Feedback

“We had to have team meetings down the yard, now it is possible to have them in the room and have all 32 of us seated.

New desks, new chairs, we chose the colour scheme to make it pop – we wanted a bit of a Premier Inn feel.

New windows, new doors, all of the team came together to create their vision and ideas. Managed to upgrade the 1980s electrics – now up to a full spec TV on the wall to enjoy in the background and catch up on the sport."

Case Study 1: Glangwili Estates Department

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The Estates Team always had a vision of what they wanted to do, including a ‘dumping ground’ to the left of the kitchen, which was only hidden by sliding doors. With the money they were able to convert this space into a toilet and changing room facility, allowing for locker space for each worker on duty.

After a feeling of being left behind and years of only having second-hand things, i.e. wash basins, lockers, rotting doors, it’s made such a difference to team togetherness and mental wellbeing to enable the team to go somewhere to relax which is private away from the managers.

Case Study 2: Y Delyn, Glangwili Hospital

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The Y Delyn Team received £5,000 to update their kitchen from a space that was dirty, dark and depressing and only used to boil a kettle or to use a broken water basin which splashed water over you, into a kitchen for people to spend quality time together.

How employees feel who use the new space…

Bright **Really Lovely**

Useful **Able to decompress**

Fabulous **Great**

(gathered anonymously via Menti.com)

Case Study 2: Y Delyn, Glangwili Hospital

Staff Feedback

Some thoughts on the kitchen area…

BEFORE

"I have been here for 6 years and never enjoyed going there"

"Not fit for purpose"

"Rotten carpet"

"Pretty bad"

"Couldn't even clean dishes"

AFTER

"I can actually bring food in from home, with a place to prepare"

"Lovely space now to have a time out"

"Wellbeing increased"

"Felt like a group effort"

"Great space to have a cuppa"

Case Study 2: Y Delyn, Glangwili Hospital

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Staff Feedback

Selina and Liza were searching for ways to improve their kitchen space, and the wellbeing pot has made such a difference.

Before, the space would just be used for the kettle and then straight back to the desks and computer screens. Now colleagues spend time to talk, sit, drink and eat together.

Going from a broken wash basin, filing cabinet to hold mugs, and a single old kettle to freshly painted walls, new flooring, microwave, coffee machine, fridge, cabinets, sink, plants – the collective team wellbeing and break quality has been completely reformed.

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SAFE | SUSTAINABLE | ACCESSIBLE | KIND

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