

Staff Welfare

- Generally good support from the Clinical manager
- Meet regularly which allows for the transfer of information about staff welfare. Staff surveys indicate good relationship with boss
- The trust would mediate between staff that was finding it hard to work together.
- Programmes are in place for staff i.e. EAP, fast track assistance programmes, staff counselling, away days and a sympathetic boss.
- Domestic Violence Policy is an example of how staff are involved in policy development and instigation.
- Flexible working contracts to enable staff to look after children- more family-friendly working culture. (Betty Woodlands BW)
- Occupational Health is easily accessible (BW)
- Trust has gone out of its way to meet pay requirements (Patrick carroll PC)
- Trust have worked hard to implement the working time directive (PC)
- GWMH has a good record in supporting staff at senior management level: not so sure about behaviour of middle managers “ why pick on such a good trust to investigate” Steve Barnes
- Lack of staffing has affected morale and in one instance in the MHU-collingwood it was suggested that RGN nurses were used to cover night shifts in the EMI unit.