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Please see below a personal message from Isla Hyslop, Glasgow City HSCP's Head of Organisational Development. Isla talks about some of the work that her team and colleagues have been supporting during the Coronavirus (COVID-19) pandemic, including the importance of staff health and wellbeing and supports that are available. Information on health and wellbeing supports are included at the end of the video.

### **COVID-19 Message from Isla Hyslop**

Hello, I'm Isla Hyslop. I'm Head of Organisational Development in the Health and Social Care Partnership, and I've got an opportunity today to thank everybody for their contributions to health and social care of the citizens of Glasgow. Whatever it is that you're doing in your role, it's much appreciated and hugely valued by everybody within the organisation.

Organisational Development is a small function and we support the different services to change. We work with individuals, we work with teams and we have been looking at the amount of activity that we've been involved in over the last six months. As you can imagine, change has been a big feature of that, not just because of the improvements that we've been making to services, but because things have been so different. What we've learned is that the engagement side of it has been really helpful, that your managers and our leaders have been spending a lot of time thinking about what matters to you, what's important, and taking the chance to talk about it. So that's kept all the Organisation Development people busy and it's helped us appreciate just how much conversations are valuable in what we do every day.

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So we've been trying to focus on what matters to you, what matters to the service, and in doing that we've had lots of really important and useful feedback. To support that we've been pointing out to people other things that are available in terms of their wellbeing and resilience.

Most recently, there's been the Mental Health Check-in, which is available to everybody in the Partnership, just to take time to fill in a questionnaire about how you're feeling about your mental health and to get the opportunity for more focused feedback on the conversation if you need it. So the second opportunity to complete the mental health check in has been over February, and we will be running it again for the whole organisation in June this year. There's been some useful feedback from it that we're also looking at to see what else might be helpful and an evaluation of the processes is taking place as well.

There's lots of other things that are available to people for a quick chat, as well as the Mental Health Check-in. For example, Organisational Development are about to relaunch their virtual coaching that they offer. So if you want to have a chat about how things are at work and what could be better for you, we can put you in touch with somebody who would have a couple of short conversations with you and see if there's anywhere else that you want to be signposted to.

The Staff Mental Health and Wellbeing Group has met a couple of times now, and we need to make everybody aware of who all the members are there, because most services are represented and we will make sure that we can get information out to you as quickly as possible from places like the national staff wellbeing champions, and they're very strongly linked to the Promis website and you'll see the links to these things that I mentioned at the end of this video.

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One of the main things that we're excited about at the moment is we have a new website for the HSCP which will list a number of areas where people can go for information about wellbeing, resilience and things that they might want to do to improve their mental health.

So I've managed to give most of these things a mention and just to remind you, as we said the last time, how important it is to take time for yourself, take time for your colleagues, have a good conversation and just take time to stop and breathe and appreciate what's happening.

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