

EDEN CARE CONNECTIONS

Edition 3: Spring 2024

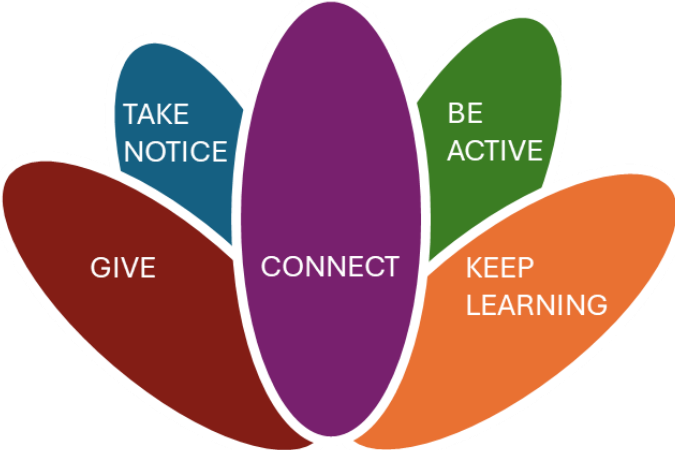
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Wellbeing quote of the month:

"Self-care is giving the world the best of you, instead of what's left of you." - Katie Reed



Introduction:

Welcome to Eden Care Connections

We are re-introducing this newsletter dedicated to providing you updates in the care industry, as well as supporting your mental health and wellbeing.

In this edition of the newsletter, we are aiming to share with you, the new members of staff who have joined the team, how to prioritise your own mental health as a care worker, to be able to provide you tips and advice as to what you can do to improve and protect your own mental health. Over the next few issues, we will explore how we can do this. The first is the importance of setting boundaries. We will also look the feedback we have received from you, from the recent survey that has been completed.

New staff:

Eden Care has welcomed new staff to the business:

- Gary Payn
Head of Training and Compliance
- Cynthia Obelikpeyah
Carer
- Shamil Balagoda Hettige
Carer

Prioritising Mental Health and Well-being:

A Vital Focus for Care Workers

In the realm of healthcare, particularly within the context of caregiving, the emphasis on mental health and well-being has never been more crucial. Care workers, who dedicate themselves to supporting individuals in need, often find themselves facing a myriad of challenges that can take a toll on their own mental health. In 2024, the recognition of this reality has led to a significant shift in how we perceive and address the well-being of those who provide care.

Care workers play an indispensable role in society, offering compassion, empathy, and practical assistance to individuals who may be vulnerable, ill, or in need of support. However, the demands of this profession can be intense and emotionally draining, leading to stress, burnout, and mental health issues if not adequately addressed.

Recognising the importance of prioritising the mental health and well-being of care workers, institutions and organisations have begun implementing comprehensive support systems. These systems are designed to provide care workers with the resources, tools, and assistance they need to cope with the challenges inherent in their roles.

One of the key components of this support system is access to counselling and mental health resources. Care workers are provided with avenues to seek professional help, whether it be through therapy, counselling services, or support groups. By

normalising discussions around mental health and reducing the stigma associated with seeking help, care workers are encouraged to address their mental health concerns proactively.

In addition to professional support, training and education play a vital role in equipping care workers with the skills and knowledge necessary to maintain their well-being. Institutions invest in programs that focus on stress management, resilience building, and self-care techniques, empowering care workers to prioritise their own mental health amidst their demanding roles.

Work-life balance is also a central focus in promoting the well-being of care workers. Institutions recognise the importance of allowing care workers time for rest, relaxation, and personal pursuits outside of work. Flexible scheduling, adequate breaks, and time-off policies are implemented to ensure that care workers can recharge and rejuvenate, reducing the risk of burnout.



Furthermore, efforts to reduce stigma surrounding mental health in the workplace are underway. Open dialogue and discussions about mental health are encouraged, creating a culture where care workers feel comfortable seeking support and sharing their experiences without fear of judgment. Peer support networks within care organisations provide care workers with the opportunity to connect with colleagues who understand the unique challenges they face, fostering a sense of camaraderie and solidarity.

Leadership within care organisations plays a pivotal role in shaping the organisational culture and prioritising the well-being of care workers. By promoting transparency, communication, and collaboration, leaders create an environment that supports and values the mental health of their staff. Addressing issues related to workload, staffing, and workplace dynamics is essential in mitigating stressors and fostering a positive work environment.

The mental health and well-being of care workers are essential components of providing high-quality care. By prioritising the mental health needs of care workers, we not only support the individuals who dedicate themselves to caring for others but also ensure the delivery of compassionate and effective care to those in need. In 2024 and beyond, let us continue to recognise, value, and prioritise the well-being of care workers as they continue their invaluable contributions to society.

IMPORTANCE OF SETTING BOUNDARIES:

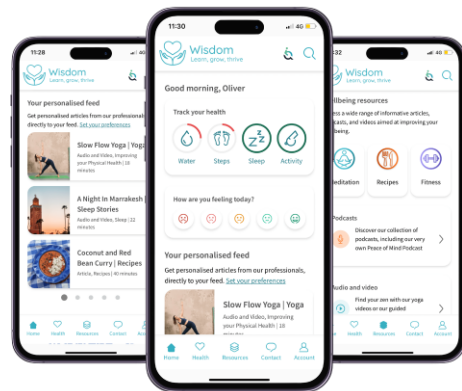
The Vital Role of Boundaries in Caregiving: Protecting Wellbeing and Respecting Autonomy

In caregiving, boundaries play a vital role in maintaining wellbeing and respecting autonomy. They safeguard personal space, time, and emotional energy, ensuring that caregivers don't deplete themselves. Boundaries allow for moments of respite and prevent emotional exhaustion, while also empowering individuals receiving care to make their own decisions and maintain independence. In professional caregiving

settings, boundaries promote appropriate interactions, respect, and professionalism. By establishing and honouring boundaries, caregivers preserve their own wellbeing while upholding the dignity and autonomy of those they care for, fostering a compassionate and empowering environment for all involved.

Wisdom App

Wisdom App:



Eden Care has enrolled to Health assured where you can download the Wisdom app today and use your existing organisation code (MHA231239) to gain access. Download the App from the play store or apple store. Once downloaded you will be asked for the employer code (MHA231239) and then you can set your email and password.

Wisdom is a brand-new app which is industry-leading health and wellbeing platform for organisations and individuals.

As a member of the Health Assured community, you have exclusive access to our revitalised app – which helps you track your wellness, improve your mental health, and stay resilient during tough times.

The app is designed to be more engaging

and accessible, Wisdom complements your Assistance Programme and provides an enhanced set of wellbeing tools and resources to improve the user's physical and mental health.

Using the app can help you with:

Self-care: helping you to be able to prioritise self-care activities such as exercise, relaxation techniques, hobbies, and spending time with loved ones. Engaging in activities that bring joy and relaxation can help reduce stress and prevent burnout.

Taking breaks: Making sure that you are taking regular breaks throughout the workday to rest and recharge. Even short



breaks can help alleviate stress and improve focus and productivity.

Practice mindfulness: By being able to incorporate mindfulness practices such as meditation, deep breathing exercises, or yoga into daily routines. Mindfulness can help reduce stress, increase self-awareness, and improve overall well-being.

Monitor mental health: By helping you to pay attention to signs of mental health concerns such as persistent stress, anxiety, depression, or changes in mood or behaviour. Seek professional help if experiencing significant distress or difficulty coping.

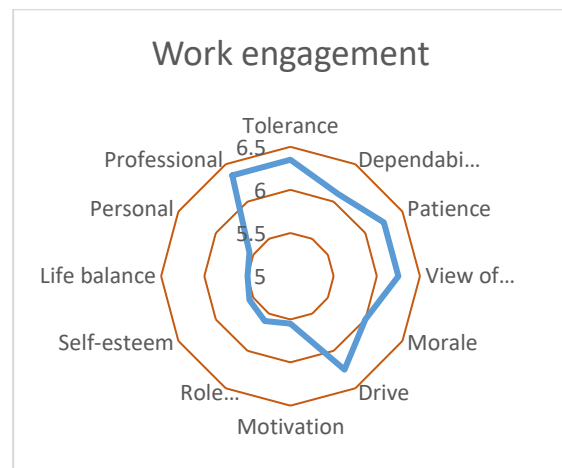
Staying connected: It is important to maintain social connections with colleagues, friends, and family members. Sharing experiences and feelings with others can provide emotional support and foster a sense of belonging.

By implementing these strategies and practices and using the app, care workers can take proactive steps to improve and protect their mental health and well-being, ultimately enhancing their ability to provide compassionate and effective care to those they serve.

You told us...

What you have told us:

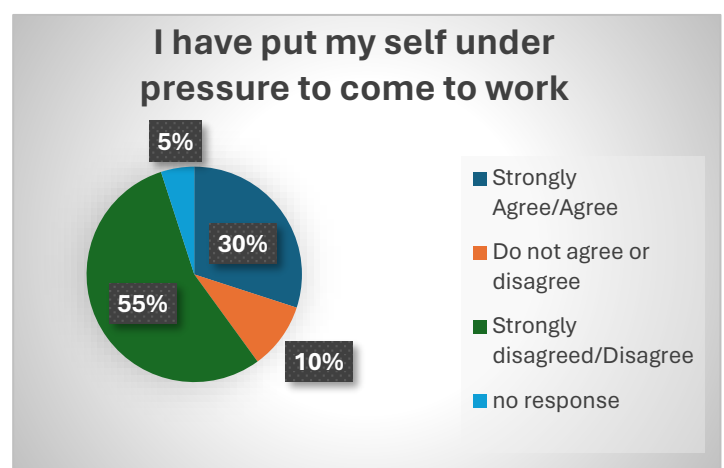
As a staff team you were encouraged to take part in well-being and an analysis of work engagement survey. Thank you for all of you who have helped us by completing the survey.



This index is showing on average 74% of the work force is engaged in their work. In comparison to the previous survey in 2021 at pre pandemic levels this was 72%

Well-being Questionnaire

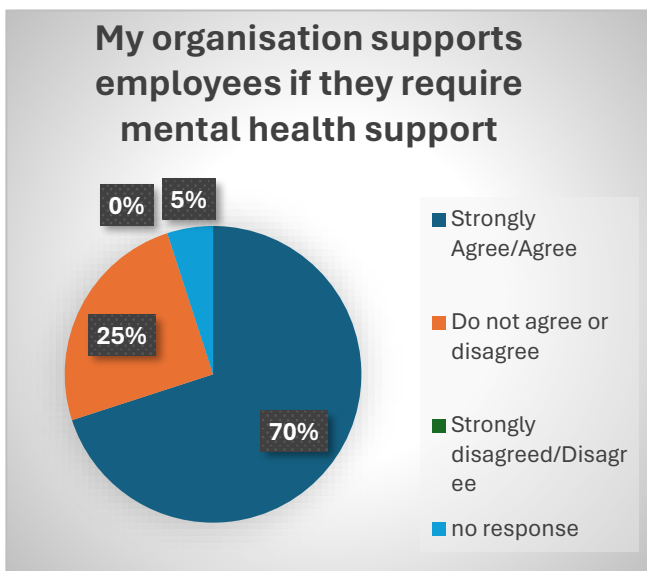
Thank you to those who took part, we will be doing these more frequently to help monitor the staff's well-being.



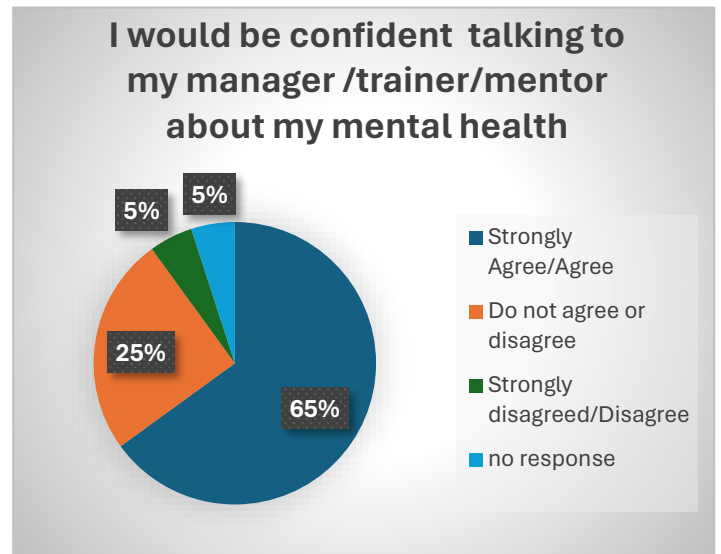


Your responses are showing that 30% of you have put yourself under pressure to come to work. This is an important measurement. We are keen to support you in this area. Please contact your supervisor or HR (Priya) so that we may find ways of helping you with this.

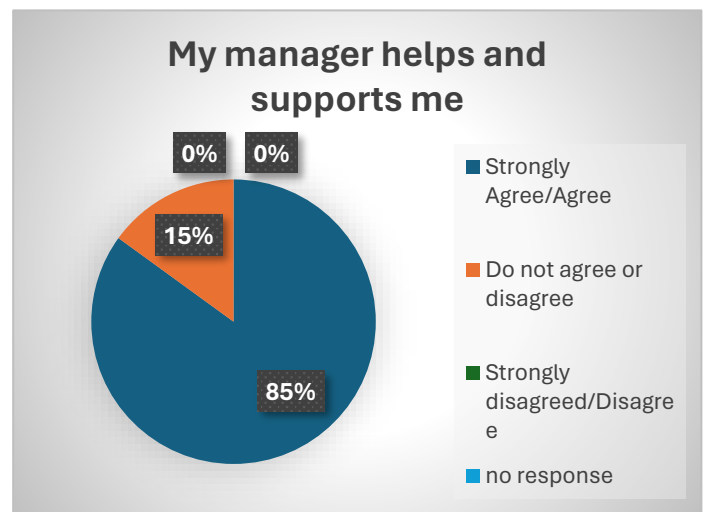
As an organisation it is important we are monitoring and supporting your mental health. Your responses 70% of you identified that Eden Care does support you with your mental health.



65% of you also indicated that Eden Care at Home managers are approachable, and you feel confident to speak to us about your mental health.



This was also reflected in the next question.



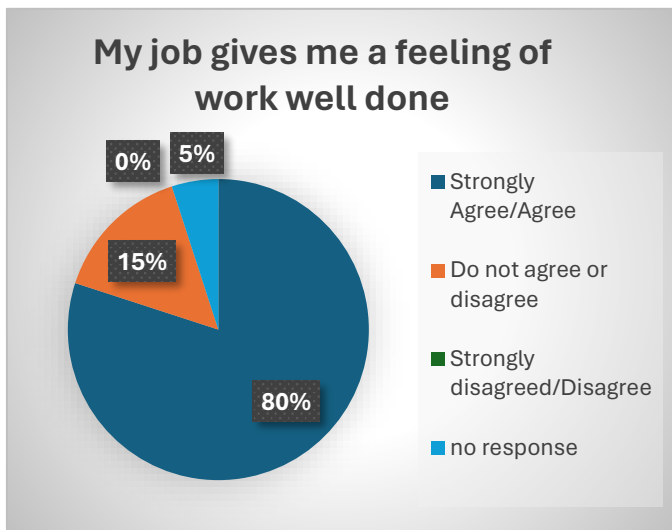
And 95% of respondents identified as strongly agree or agreed with the statement of my line manager respects me as a person.



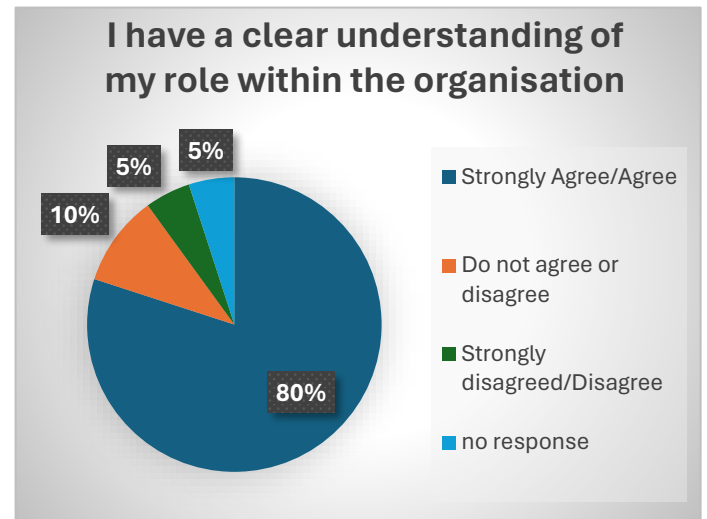
You also were able to identify that yours and Eden Care values were similar. This is very a real positive statement as it makes a more harmonious way of working for all.



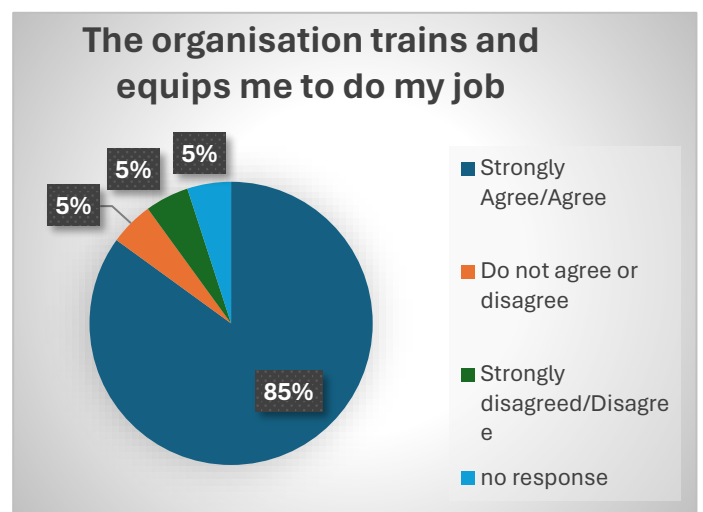
This also supported the responses received from the question,



In the question, I have a clear understanding of my role within the organisation, demonstrates that our HR is supporting you in your role from the start, with a clear job description.



85% of respondents identified as strongly agree or agreed with this statement on training. Where staff are feeling that they are getting the training that they need for their jobs as well as to support their career development they are also more likely to stay with an employer.



Thank you for taking the time to read this newsletter. If you have any comments about this issue, or help in preparing the next issue, or want to have a contribution to the next issue, please get in touch with Gary Payn or Priya Rasanayagam.

