



**NHS**

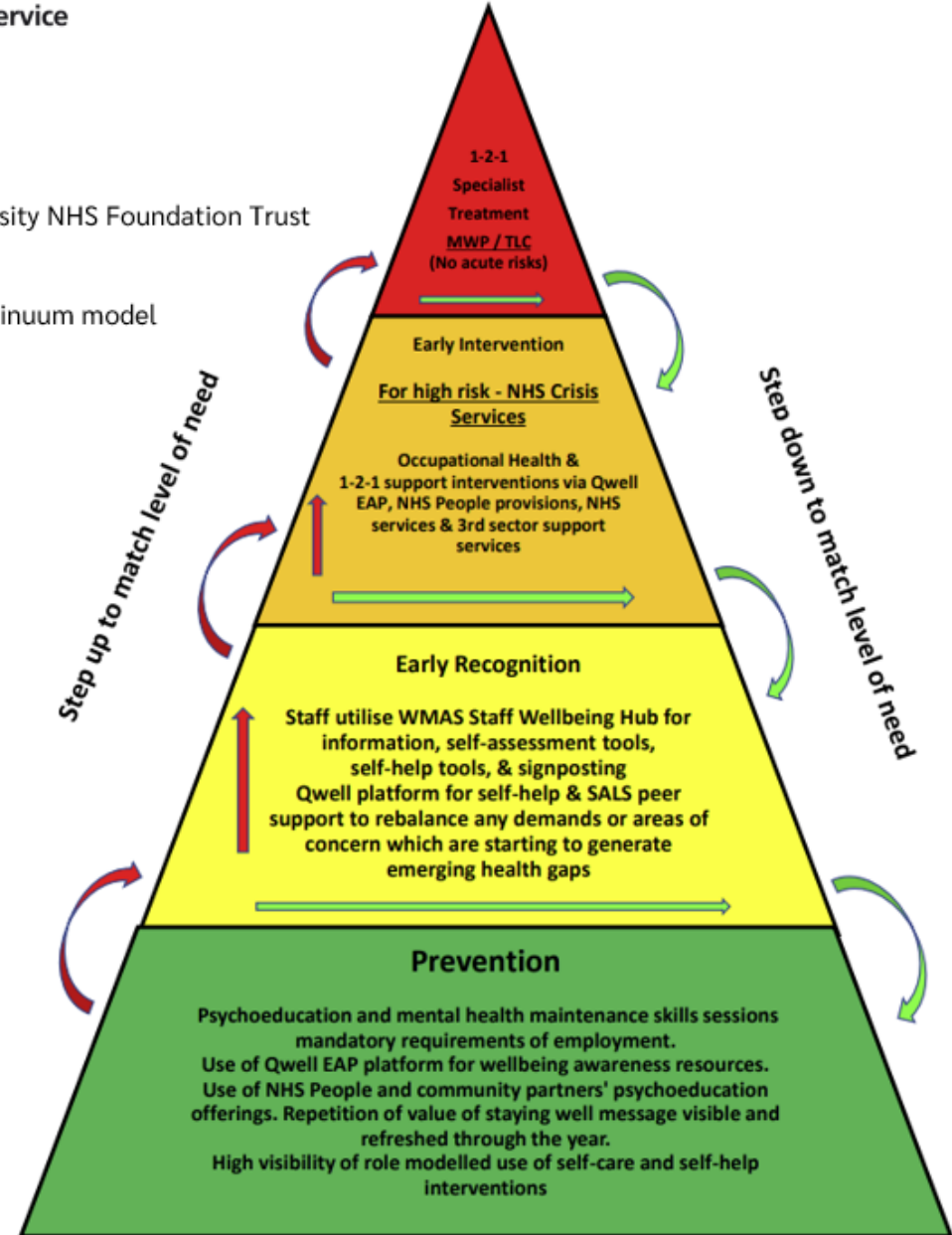
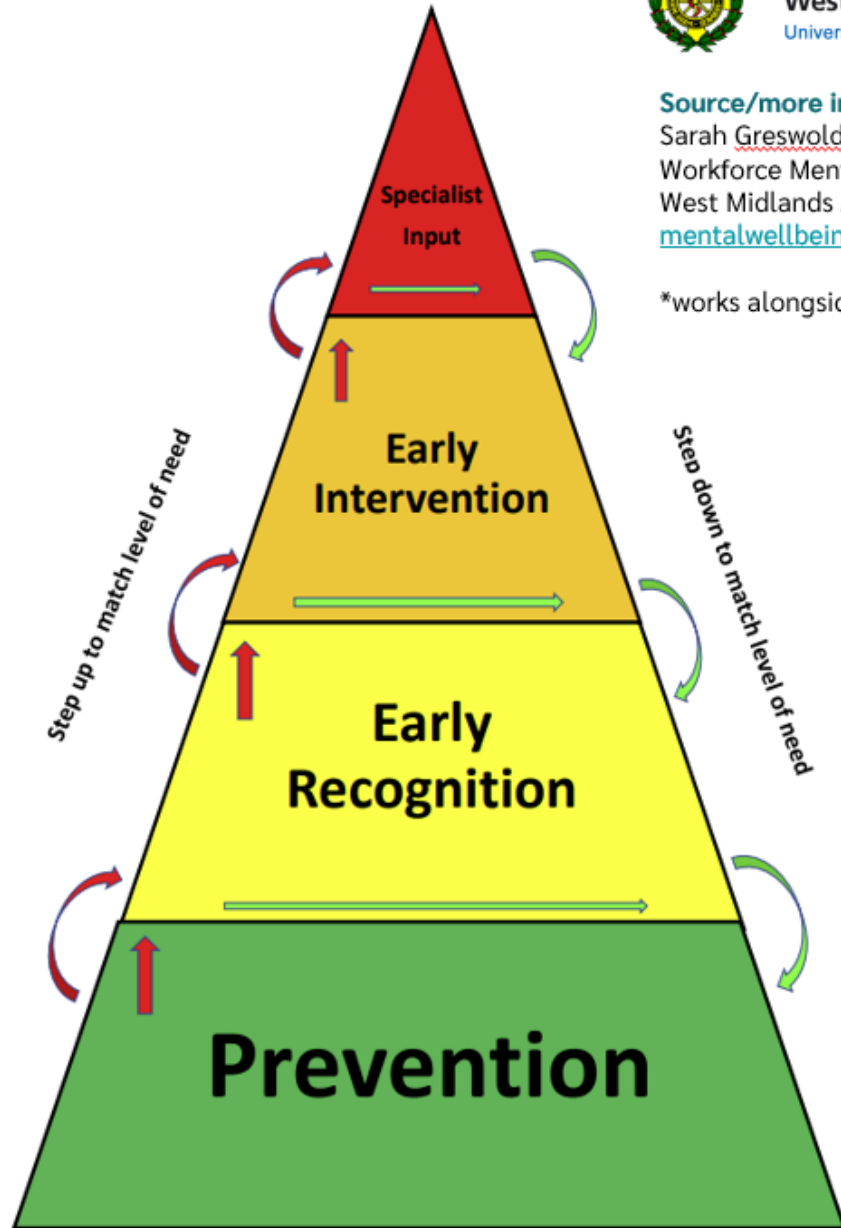
**West Midlands Ambulance Service**  
University NHS Foundation Trust

**Source/more information:**

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\*works alongside the Mental Health Continuum model

**WMAS workforce experience of organisational mental health support**



# Workforce Wellbeing

## • Workforce & OD Teams

- Human Resources
- Mental Wellbeing Practitioners
- Occupational Health Contractor
- Organisational Development Team
- Local Team Leaders / OMs
- Clinical Team Mentors
- Training Officers
- Seniors Managers
- People Director
- Wellbeing Guardian



## • Staff Side & Peer Support

- Union Reps
- Peer Support Service
- Health & Wellbeing Champions
- Mental Health First Aiders
- Freedom to Speak Up Guardians
- Trust Chaplain



## • Organisational Processes

- Recruitment
- Induction
- Mandatory Training
- PDRs
- Individual Stress Risk Assessments
- Welfare & Sickness meetings
- Performance management
- Flexible Working & Reasonable Adjustments
- MH related training
- HR Processes



## • WMAS Funded Provision

- 1-2-1 Psychological assessment & interventions via Mental Wellbeing Practitioners,
- Counselling sessions face-2-face via EAP
- Counselling online live text via Qwell
- Assessment, advice & occupational recommendations via Occupational Health
- 24/7 Access to psychoeducation, wellbeing tools & peer forum on Qwell



## • NHS People & Third Sector Provision

- NHS People Guides / Webinars / Events
- Funded Digital Mental Health Subscriptions
- Dedicated emotional & bereavement support telephone & text services
- NHS Staff Wellbeing Hubs & Therapy Services
- TASC / MIND / RETHINK and similar
- Access to Work / MH Support Workers







Log In

## By your side when you need us

Online emotional wellbeing and mental health support.

[Join Qwell](#)

