



The Enjoying Work Collaborative



What is the Enjoying Work Collaborative?

- A **national quality improvement (QI) programme** led by the Royal College of Psychiatrists' National Collaborating Centre for Mental Health (NCCMH)
- **46 teams**, across England and Wales, working together for **12 months** (May 2021 – May 2022)
- Aim: **To enhance staff wellbeing and create joy in work**
- It will use **tried and tested QI methodology** to achieve this aim and draw on the Institute for Healthcare Improvement's (IHI) Joy in Work framework. It will also incorporate learning from Trusts in England who have already improved wellbeing based on this framework.



Working together

Each team on the collaborative is allocated a **skilled and experienced QI coach** who will support you to **test ideas** to improve wellbeing and joy, **collect data** to understand the impact of changes and help you overcome barriers to the work.

In addition, all 46 teams on the collaborative will be invited to meet together **six times a year at learning sessions** designed to share ideas and take inspiration from each other.




Driving Change and Identifying Ideas

To drive change successfully each team will need:

- a **multidisciplinary core project group**, including a named project lead and senior sponsor
- to **meet regularly**
- to **attend** the learning sessions.





QI coaches will work with their teams to **prioritise their key areas of focus** and to think about what **specific and tangible changes** could help improve their joy in work. Each team will be provided with a starting point that can be adapted to your own context. For further inspiration, some examples can be found from East London Foundation Trust's ['Enjoying Work' programme](#).

Data Collection

At the end of the 12-month collaborative, we hope to meet our aim by seeing improvement across **3 measures**:

- People who have **enjoyed being at work on a frequent basis**
- People who **experience no symptoms of burnout** at work
- People who are **extremely likely to recommend their team as a place to work**.

Each team will be asked to collect the following data:

Responses to:

1. an **in-depth validated survey** at the beginning of the collaborative to establish a **baseline**.
2. a **weekly survey of 3 questions** designed to measure joy in work, symptoms of burnout and recommending your team as a place to work. These surveys will be administered using a platform called ImproveWell, on either an app or browser version.
3. a **repeat of the baseline survey** at the end of the collaborative – enabling a comparison to be made.

