

# Hungry Angry Late Tired Project Poster

## Problem

Baseline data shows only **44%** of staff are always/mostly taking a break



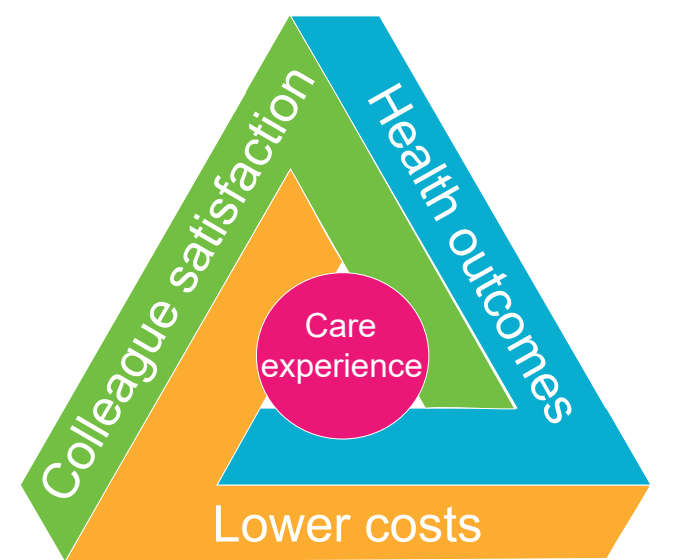
Dr Lorna Stewart, Consultant Clinical Psychologist and Deputy Improvement Manager  
Dr Anna Baverstock, Consultant Paediatrician and Lead for Doctor wellbeing  
Claire White, Improvement Advisor & Data Specialist

Patient safety and wellbeing are impacted if we don't take a break and stress levels are increased.

## Aim

To improve colleague wellbeing by:

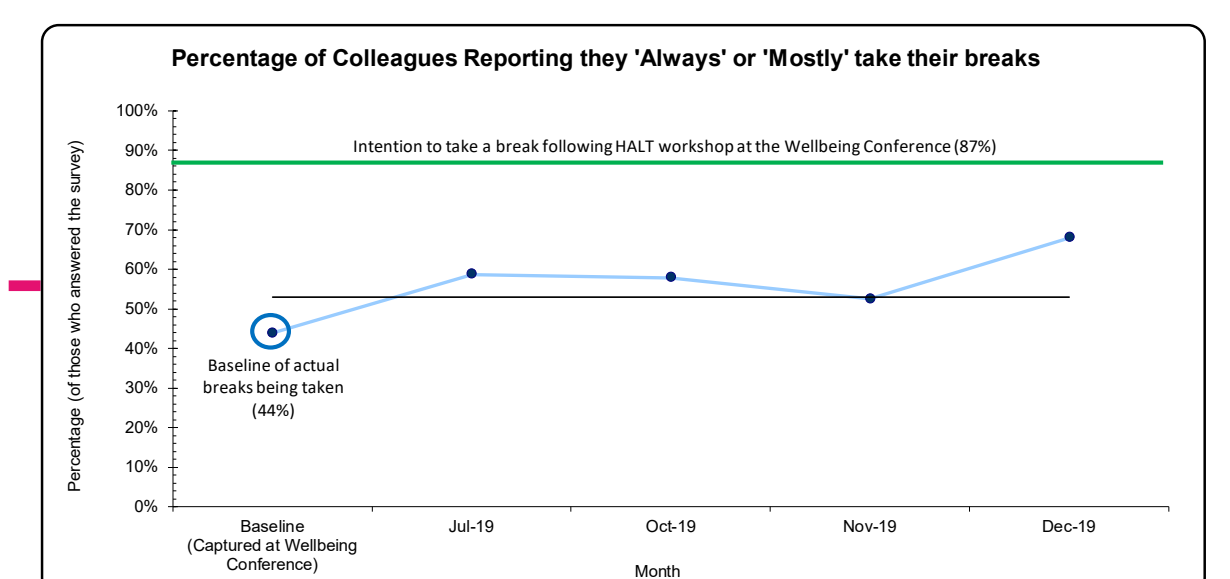
- Increasing the number of colleagues reporting that they 'always' or 'mostly' take a break to 70%, by October 2020
- Increasing the number of colleagues reporting that they have not felt unwell as a result of work-related stress from a 52% average to 67%



## Measures

We asked a sample of colleagues:

- how regularly they are taking a break
- whether they have experienced work related stress



## Plan and change ideas

Individuals feel empowered to take breaks

Teams are sufficiently equipped structurally to support breaks

Organisation creates culture of patient safety breaks



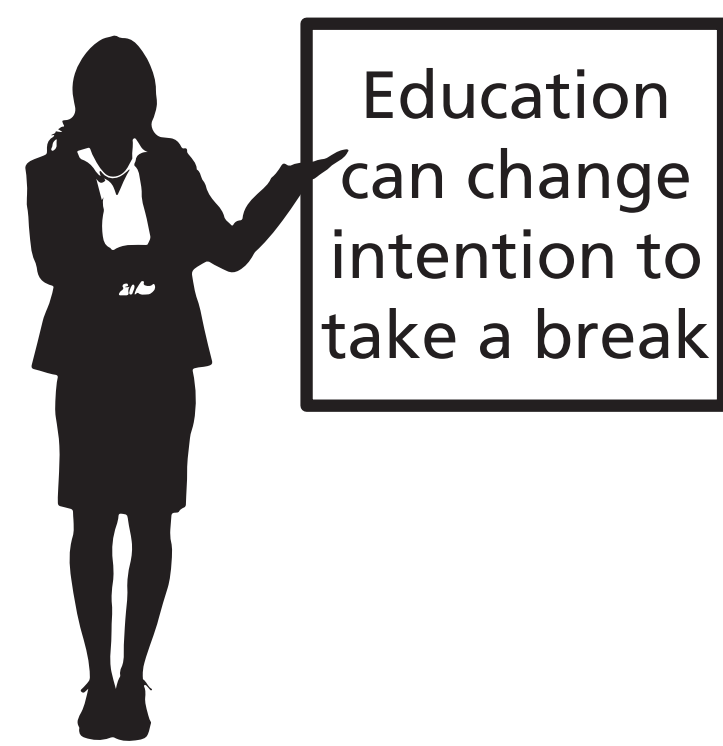
Deliver HALT workshop - target high stress areas and through a well-being conference

Educate colleagues on the benefit of taking a break using the HALT workshop

Gather information on the individual team and organisational enablers and blockers to taking a break

## Test and Learn

The team learnt:

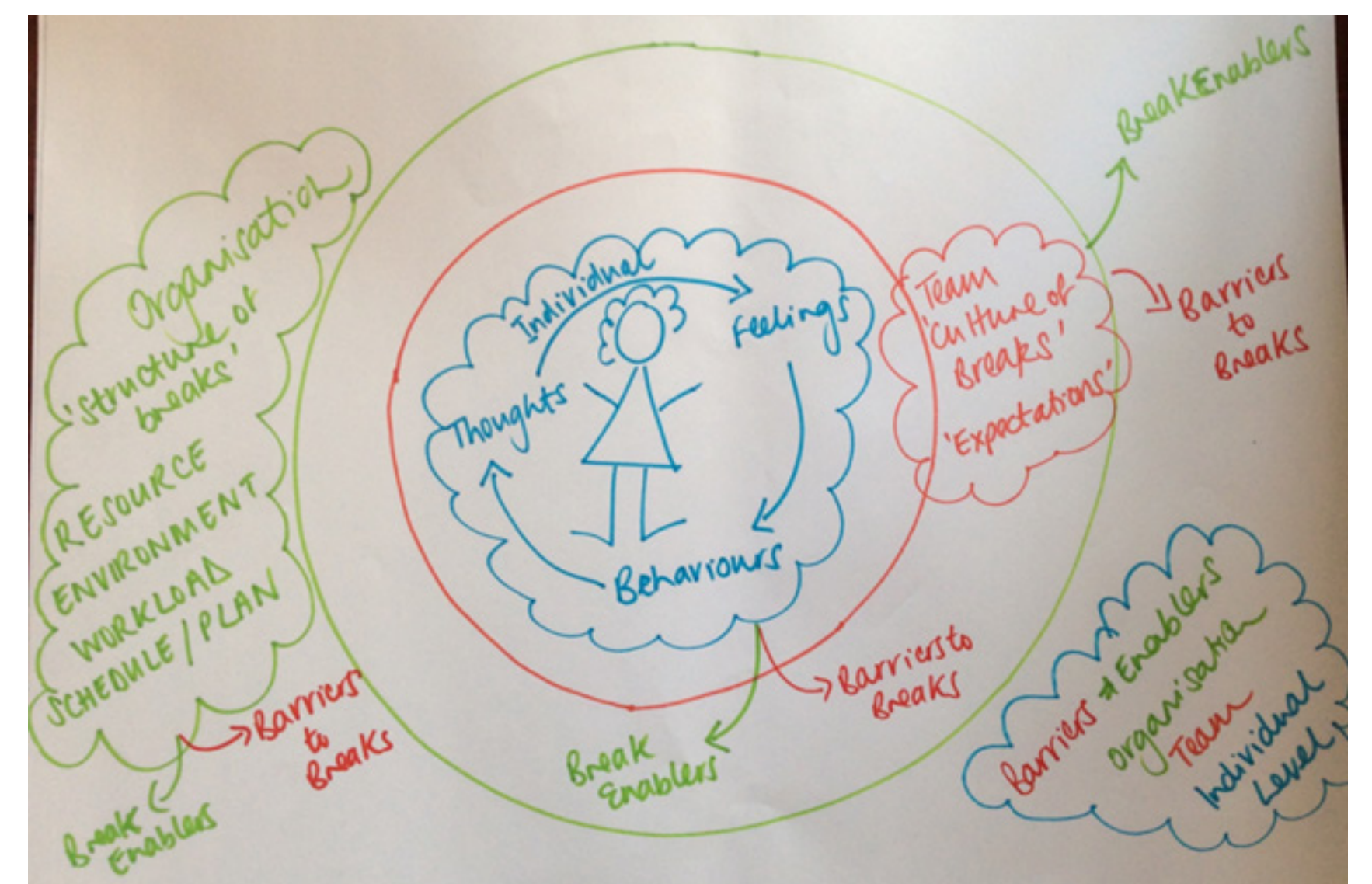


4 months later,  
**13%**

more colleagues reported they always/mostly took a break compared to before the conference.

**43%**  
more colleagues

intended to always/mostly take a break. Aspirational figures to take a break does not translate into actual due to effect of barriers.



## Spread

Introduce to areas where stress levels are high, so can understand local enablers and barriers, and understand the link between incidents, stress & breaks.

The project can continue to support changes at an individual level but needs to consider larger barriers e.g schedules.

Colleagues at Musgrove explore the barriers to breaks

"the ability to leave the department and go somewhere else"



"Permission to have a break and challenge when no break taken"



"Guilt at handing over to someone else"



Introduce senior role modelling to prioritise colleague breaks



Review and increase rest areas for breaks

