

**Rhaglen Cefnogi'r
Gweithlu -
Cymorth ar gyfer
Staff lechyd a
Gofal
Cymdeithasol**

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Arweinydd y Gweithlu

**Workforce
Support
Programme -
Support for
Health and Social
Care Staff**

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Workforce Lead



Cyngor **Abertawe**
Swansea Council

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Cymorth Cyntaf Seicolegol ar gyfer Gweithwyr y Rheng Flaen

Nod Cyffredinol

- Nod cyffredinol y prosiect oedd darparu cefnogaeth iechyd meddwl a lles i weithwyr y rheng flaen yr oeddent yn dioddef o straen cynyddol yn ystod pandemig COVID-19.

Psychological First Aid for Front Line Workers

Overall Aim

- The overall aim of the project was to provide mental health and wellbeing support to front line workers whilst under increased stress during the Covid-19 outbreak.

Taliadau Gofalwyr

- Medi 2020 - Gweinyddwyd taliad Llywodraeth Cymru o £500 i ofalwyr (Gwasanaethau Mewnol a rhai a gomisiynwyd a busnesau gofal cymdeithasol yn Abertawe) o fewn y Gwasanaethau Cymdeithasol.
- Mai 2021 - Rhoddwyd y cynllun cydnabyddiaeth ariannol ar gyfer gweithwyr y GIG a Gofal Cymdeithasol ar waith. Y tro hwn roedd y cylch gwaith yn llawer mwy o ran y canlynol: manylion ynghylch pa weithwyr a fyddai'n elwa o'r taliad hwn, eto roedd yn cynnwys staff mewnol, gwasanaethau a gomisiynwyd a busnesau gofal cymdeithasol yn Abertawe.

Carer's Payments

- September 2020 - Welsh Government Payment of Carers £500 (Internal & commissioned services and social care businesses based in Swansea) was administered from within Social Services.
- May 2021 – Saw the implementation of the financial recognition scheme for NHS and Social Care Workers. This time the remit was much larger re: specifics of which employees would benefit from this payment, again it included internal staff, commissioned services and social care businesses based in Swansea

Ymgyrch Recriwtio

- Arweiniais ymgyrch recriwtio ar gyfer y gwasanaethau preswyl a gofal cartref (a arweiniodd at ehangu ein gweithlu'n sylweddol yn ystod y pandemig)
- Roedd yr ymgyrch recriwtio gyntaf wedi arwain at recriwtio 61 o staff ychwanegol ar gyfer y rheng flaen
- Roedd ymgyrch bellach ym mis Ionawr 2021 wedi arwain at recriwtio 34 aelod o staff ychwanegol
- Recriwtiwyd 12 aelod o staff mewnol hefyd i gefnogi'r gwasanaethau preswyl

Recruitment Drive

- I led a recruitment drive for both residential services and homecare (resulting in bolstering our workforce considerably during the pandemic)
- Initial recruitment campaign saw an additional 61 front line staff recruited
- Further campaign in January 2021 saw an additional 34 staff appointed
- 12 internal staff were also recruited to support residential services

Tîm Cymorth Ychwanegol (TCY)

- Crëwyd Tîm Argyfwng a allai gweithio ar draws ein gwasanaethau preswyl a gwasanaethau a gomisiynwyd o fewn Abertawe a CNPT petai'r angen yn codi (wrth i nifer yr achosion o COVID-19 gynyddu mewn cartrefi, roedd y ddarpariaeth hon wedi darparu ychydig o sicrwydd i reolwyr/staff gan wybod bod gennym dîm i ddarparu cefnogaeth bob amser heb lawer o rybudd)

Additional Support Team (AST)

- This was the creation of a crisis team that could work across our residential services and commissioned services both within Swansea and NPT if the need arose (as Covid increased in homes this provision provided a certain amount of security to Managers/Staff knowing we always had a team to provide support with the shortest of notice)

Lles Staff

- Sefydlwyd grŵp lles i staff
- Cynhaliwyd arolwg staff
- Datblygwyd gwefan i ddarparu dolenni ar gyfer cefnogaeth

Staff Wellbeing

- Wellbeing staff group established
- Staff survey carried out
- Website developed to provide links for support

Cynllun Peilot Salwch

- Gwaith penodol gydag AD i leihau lefelau salwch o fewn gofal cartref, ymestynnwyd hyn i ddarpariaeth gwasanaeth e.e. cefnogi staff i ddychwelyd i'r gwaith, a oedd yna'n cefnogi pwysau staff o fewn y tîm

Sickness Pilot

- Specific work with HR to reduce sickness levels within Homecare, this has now extended into Service Provision i.e. supporting staff to return to work, which then supported staffing pressures within team

Tâl Salwch Statudol (SSP)

- Cyflwynodd Llywodraeth Cymru Tâl Salwch Statudol ar gyfer yr holl staff yn y ddau wasanaeth a gomisiynwyd a busnesau gofal cymdeithasol yn Abertawe a'r ffordd y gweinyddwyd hyn o fewn y Gwasanaethau Cymdeithasol

Statutory Sick Pay (SSP)

- Welsh Government introduced Statutory Sick Pay for all staff in both commissioned services and social care businesses based in Swansea and this was administered from within Social Services

Ffurflenni Gweithlu Llywodraeth Cymru

- Ffurflenni wythnosol gweithlu Llywodraeth Cymru ar y gweithlu e.e. nifer y staff sy'n gwarchod, symptomau COVID-19, dioddef o COVID-19, problemau iechyd eraill (Nid oedd hyn o reidrwydd yn cefnogi staff ond o safbwynt rheoli roedd yn fy ngalluogi i fonitro'r meysydd gwasanaeth a allai fod angen rhagor o gefnogaeth staff)

Welsh Government Workforce Returns

- Weekly workforce returns for WG on the workforce i.e. number of staff shielding, Covid symptoms, actually have Covid, other sickness issues (This did not necessarily support staff but from a management perspective enabled me to monitor the service areas that potentially required more staff support)