

## Staff Wellbeing Microgrants

### What is a Microgrant?

NHS Lothian Charity supports Staff Wellbeing Microgrants which are managed and distributed by NHS Lothian's Work Well team. Grants of up to £500 are available to fund activities that support the health and wellbeing of staff. This case study is one example of how a Microgrant was used.



From April 2022 -  
March 2024

33 Microgrants were  
awarded, totalling  
£15,993

### Massages to Mark 'International Day of the Midwife'

To mark International Day of the Midwife on Sunday 5 May in 2024, Amanda, a Midwife from the Maternity Unit at St John' Hospital, applied for a Microgrant to help the Midwives, Maternity Care Assistants and Support Workers focus on their health and wellbeing while they continue to work hard in the maternity unit.

Amanda arranged a qualified, insured massage therapist to come into the unit for the day, providing treatments for staff from all the areas within the Maternity Unit (Labour Ward, Day Bed Unit and Antenatal/Postnatal Ward). Staff could be fully clothed during massages, and treatments were limited to 20 minutes to ensure as many staff as possible had the opportunity to attend. Slots could be pre-booked to suit shift patterns and breaks. Staff were asked to provide feedback on the day and this report outlines the positive impact it had on staff working on the unit.



Lifted the mood and enthusiasm throughout the unit. Staff felt appreciated and looked after."



42 staff from the unit benefitted from a treatment.



Staff member receiving a massage

The activities organised throughout the day improved staff wellbeing:

# 85%

of staff agreed the activities throughout the day provided tools or strategies to manage work-related stress



It was an amazing de-stressor, I loved it."



I hadn't went the first few times to allow my staff to go and I cover the ward but they encouraged me to go too and I felt such relief in my hands which had been really sore with arthritis. It was amazing."

# 85%

of staff agreed the activities throughout the day improved their physical health

The activities organised throughout the day supported staff:

## 100%

of staff agreed the activities throughout the day helped provide opportunities to connect with colleagues

It brought us all closer together and enhanced our team work. I was made to feel valued and listened to."

Staff appreciated and encouraged each other. Even though it was a busy working day. Staff even made an effort to come in from home to be part of it."

## 85%

of staff agreed the activities throughout the day helped improve their feeling of morale when at work

It was a good morale boost."

This gave everyone a boost. It was very motivational and everyone was more positive."

A small gesture like this made a massive difference to staff morale and wellbeing."

## 84%

of staff agreed the activities throughout the day helped them feel more supported in their role

Felt like I mattered. We have a stressful job, it was nice to get a treat and pampered."

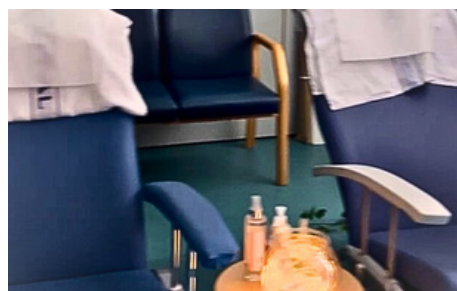
It was nice to feel valued that someone had taken the time to organise and managers allowed time to go to get a massage."



Bunting to mark the day on the Unit



Posters to mark the day on the Unit



Room ready for staff to get a massage

## How activities like this help managers support their staff

Five staff members who manage staff shared how this helped them to support the wellbeing of their staff:

- 100% of managers agreed the activities on the day provided them with new skills or knowledge to better support their staff's wellbeing (60% strongly agreed with this)
- 100% of managers agreed the activities on the day helped increase their confidence in supporting the wellbeing of their staff (80% strongly agreed with this)
- 80% of managers agreed the activities on the day helped improve their ability to recognise signs of stress or burnout in their staff

It means so much to the team that we can have the opportunity to mark the International Day of the Midwife. It serves as a reminder of the amazing work all the staff do and also as a morale boost after a few very hard years in the profession. This wouldn't have been possible without the funding from the Microgrant "

Amanda, Midwife, St John's Maternity Unit

Click the link below to find out about [Microgrants](#) or [other funding available from NHS Lothian Charity.](#)

Report compiled by Rebecca Caulfield, Evaluation Manager, NHS Lothian Charity