



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Improved well-being for the workforce

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Improved well-being for the social care and early years workforce.

An overview of our progress against this outcome from our [strategic plan](#) during 2022 to 2023.

Your well-being matters

The well-being of the workforce is a key focus of our work. We want the workforce to be happy, healthy and supported, so that they in turn support the well-being of the people in their care.

We heard from more than 1,000 people who told us that the health and well-being of the workforce was of the most importance and it's a key focus of the [workforce strategy for health and social care](#).

Last year was our second full year of realising the strategy and it continued to be a challenging period for the sector. Despite the significant challenges of the last three years we've made progress and have started looking at the next phase of the strategy's implementation, from 2023 onwards.

During the year, we published three plans to help put the workforce strategy into practice. These are:

- [social work workforce plan](#)
- [direct care workforce plan](#)
- [strategic mental health workforce plan](#).

Health and well-being framework

In October 2022, we introduced our first [health and well-being framework](#) for those working in social care and childcare, play and early years.

It describes what good well-being in the workplace looks like and how to create workplaces that support staff well-being.

“I have been using the framework model to share learning with leaders in my local authority.”

- Workforce manager

Peer support

In 2022 to 2023, we ran fortnightly online **peer support sessions** for domiciliary care managers and bimonthly sessions for care home managers:

- **93 per cent** of participants told us they felt emotionally supported and supported others
- **69 per cent** of participants told us they felt less isolated in their role.

“I didn’t realise how much I needed these sessions until I started them, possibly one of the very few positives to come out of the pandemic.”

- Social care manager

Well-being community

The workforce told us they'd like to be able to connect and speak to others who support well-being in the workforce, and find out what works.

So we launched our online well-being community of practice during the year, where people can speak to others about supporting well-being at work, and find out what works. At the end of the year, we had **95 members** and the community continues to grow.

In 2022 to 2023, we developed [resources](#) to support the well-being of the social care and early years workforce and more than **7,000 visitors** looked at the information and resources on our website.