Wellbeing @ UCC
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Staff Wellbeing & Development Advisor
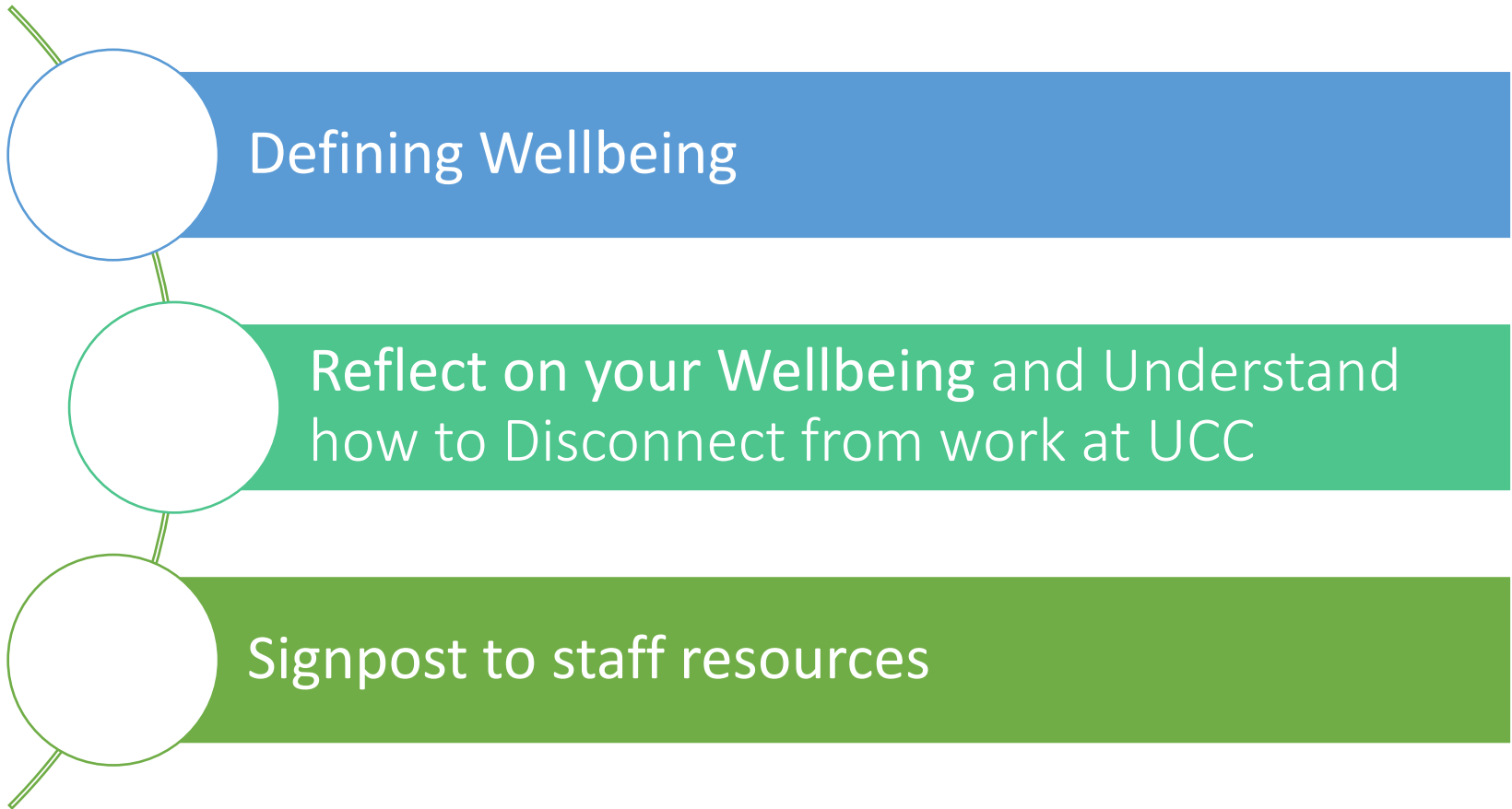
A TRADITION OF
INDEPENDENT
THINKING

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Learning Outcomes

Defining Wellbeing

Reflect on your Wellbeing and Understand how to Disconnect from work at UCC

Signpost to staff resources

Wellbeing Definition World Health Organisation 2004

- Wellbeing is present when a person realises their potential, is resilient in dealing with the normal stresses of their life, takes care of their physical wellbeing, has a sense of purpose and belonging in the wider community. It is a fluid way of being and needs nurturing through life.

Reflection

In which areas is my workplace wellbeing adequate and which need improvement?
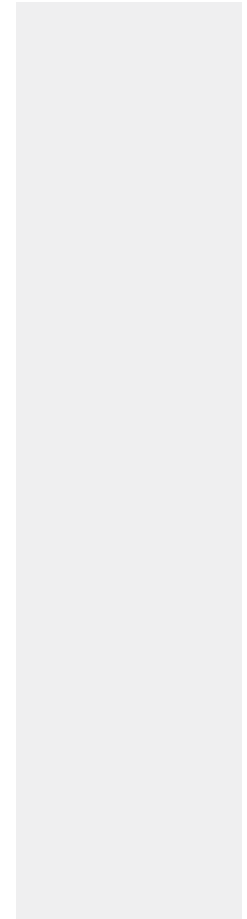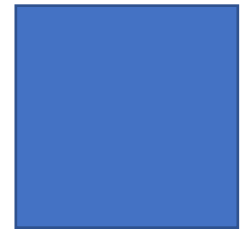
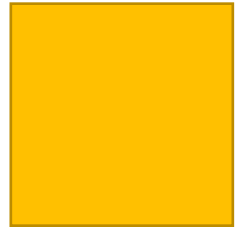What will be easiest for me to improve?

How will I do this?

What will be more challenging for me to improve?

What can I do to overcome this?

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Understanding our workplace triggers

Emotional triggers create a stressful reaction as opposed to a rational or reasoned response

Common triggers at work include

- Having too much to do

- Feeling criticised

- Not feeling supported

- Conflicts with co-workers

- Not feeling control over one's work

Tips for minding your mental health

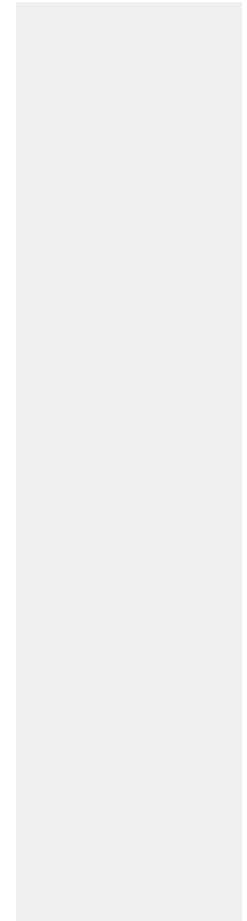|		
Talk to others	Write it down	Connect with others
Watch your diet	Exercise regularly	Change your scenery
Practice Gratitude	Rest and relax	Practice mindfulness
Lower your stress levels	Ask for help	Develop Self Compassion

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Maintaining a positive mindset

Ask for clarification

Build a support network

Focus on what you can influence and control

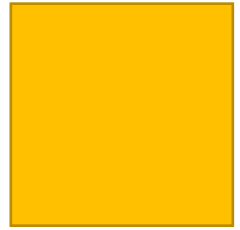Manage wellbeing and selfcare

Maintain perspective

New Wellbeing Development at UCC

- New Right To Disconnect Policy under development
- [New Digital GP](#)
- Digital Wellbeing Platform
- Digital and in person EAP service

Overview of the Right To Disconnect Code

- Code applies to **all** employees in **all** types of employment

- Purpose is to provide practical guidance and best practice

- Complement rights and obligations under existing employment legislation

- Onus of management of working time on employer while individual responsibility on the part of employee required in the context of existing legislation.

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What are your Rights Under the Code?
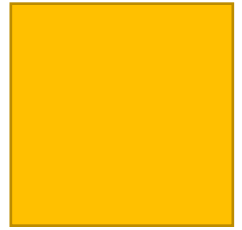
1. The right of an employee to not routinely perform work outside normal working hours

2. The right to not be penalised for refusing to attend to work matters outside of normal working hours.

3. The duty to respect another person's right to disconnect (e.g., by not routinely emailing or calling outside normal working hours.

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What are Employees Obligations?
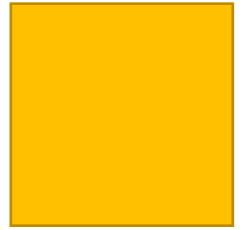
- Manage their own work time

- Take reasonable care to protect their safety, health and welfare and that of their co-workers

- Cooperate with mechanisms to record work time

- Notify employer if statutory breaks not availed outlining reasons why

- Be conscious of own work pattern and take remedial action if necessary

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Tools to Help Disconnect from work

Use E-Signature to set boundaries

"Please note that this email may have reached you outside of normal business hours – if it does, I do not expect an immediate response"

Select time and date to send an email during working hours found under delay email in options tab

Turn off Work Notifications on your phone and laptop and Schedule Breaks for physical activity
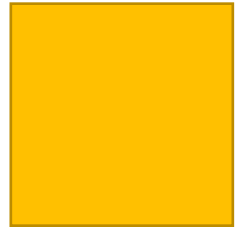
Agree times of meetings during working hours

Attend Right to Disconnect Training

Use Digital Wellbeing on devices to track your wellbeing

Introduce evidence- based practices such as mindfulness to disconnect

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Digital Wellbeing Reflection

What's going well?

What do you need to do more of?

What do you need to stop doing?

What do you need to start doing?

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SUPPORTING UCC STAFF IN 2020/21
RESOURCE TREE SHOWING STAFF RESOURCES

Where can I go for help?

Workshop Learning
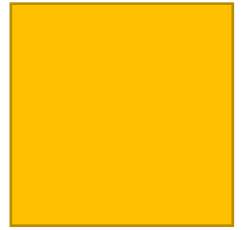
What will you do differently as a result of attending this workshop?