GP partner Mahmood Kausar says that he and his partner colleagues are aware of how practice staff are feeling. “We work on the principle that each of us has an important part to play and as such we support each other through the good times and the difficult ones. Simple things like asking how someone is can be hugely beneficial. We do a lot of things to keep team spirits up.”

Judith Reeder, senior GP partner and freedom to speak up guardian at the practice, says, “One of the most important things about any workplace is the people. I place huge value on the relationships and friendships I have at work.” She adds, “The work is challenging for all staff and the pressure is unrelenting. You can only work under these pressures if you have good support and social interactions. Humour is also vital, and having fun is more restorative than anything else.”

HOW TO MAKE THE CHANGE

• Consider creating a wellbeing team who can meet and share ideas
• If you want to set up regular morale boosting initiatives identify organised, creative people who can take the lead
• You don’t have to organise anything very complicated—there are plenty of ready made quizzes on the internet, for example

THE GP VIEW

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Deputy practice manager Chloe Lamont talks to Helen Jones about the group activities, including shared food and “angel surprises” that have helped to boost her colleagues’ morale during the pandemic