



A connected approach to supporting colleagues at University College Cork

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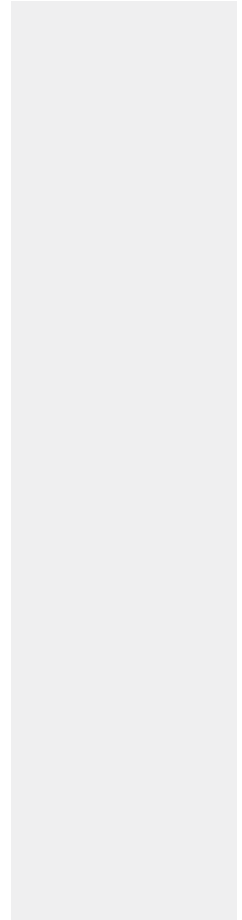
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A TRADITION OF
INDEPENDENT
THINKING



University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

Overview of Session



1 Brief introduction to UCC

2 Summary of challenges faced by colleagues

3 UCC Support Tree

4 Range of wellbeing supports

5 Wellbeing measures agreed by University Management

6 Partnering with our Employee Assistance Programme provider

Introduction to UCC

- 22,000 students
- 3,015 academic, research, admin and technical staff
- 40+ non-EU countries represented in the workforce
- Strong university leadership commitment to Staff Wellbeing & Development
- Dedicated Staff Wellbeing & Development Team
- 1st university in Ireland to be awarded the IBEC Keepwell Standard in 2018
- A member of The UK Healthy Universities Network

Challenges of online working



Stress and burnout



Social isolation



Loss of routine – commuting, breaks



Physical home working arrangements



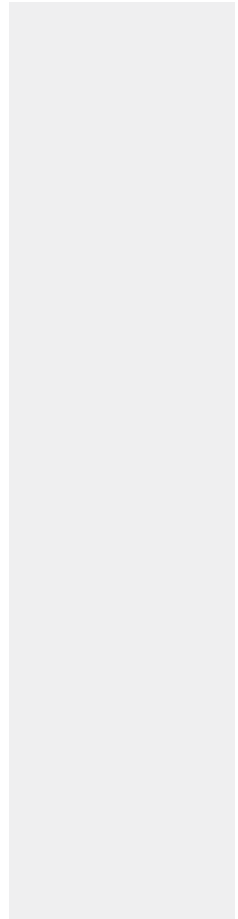
Anxiety about COVID-19 and related matters



Work/Life balance challenges



Difficulties in finding focus and motivation

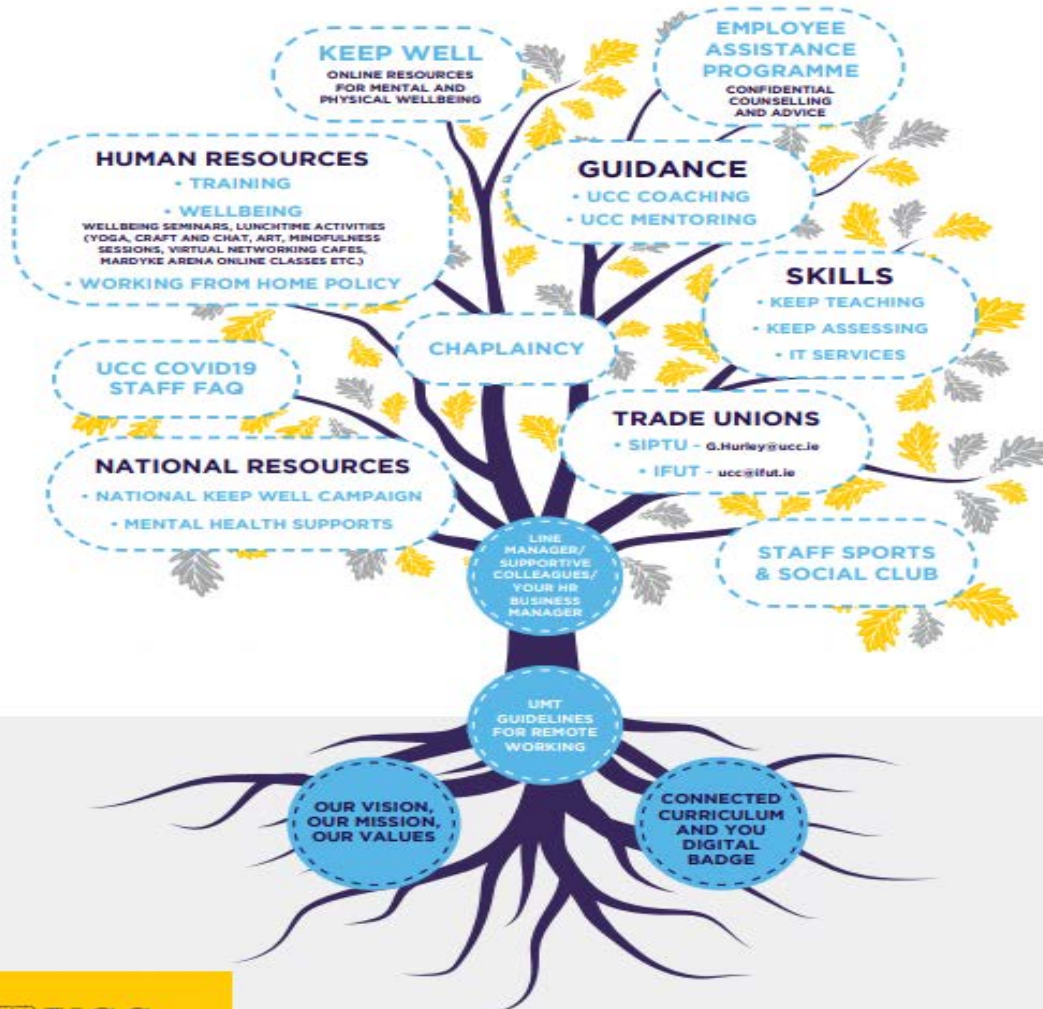


SUPPORTING UCC STAFF IN 2020/21

RESOURCE TREE SHOWING STAFF RESOURCES

The "Acorn to Mighty Oak" has come to symbolise students' academic and professional development journey throughout their time at UCC. We believe this is also true for our staff. In alignment with this rich metaphor, the support services available to our staff are presented in the form of a [Resource Tree](#).

This tree depicts the support services and resources available to staff and provide links to further information about each service.



Wellbeing Supports



TAKE 60 Minutes

A Selection of UCC Take 60 Minute Wellbeing Workshops

Are you ready to.....

Take a moment to sign up for a short 60 or 90 minute session

Activate new ways of thinking

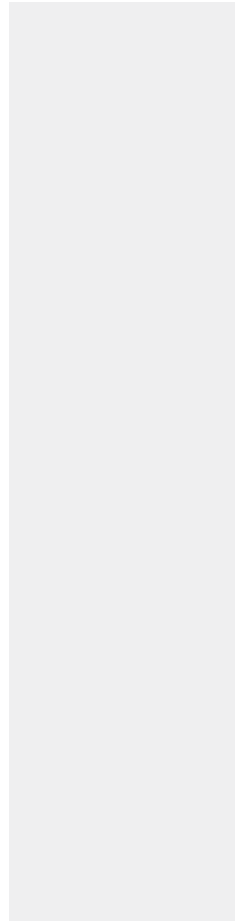
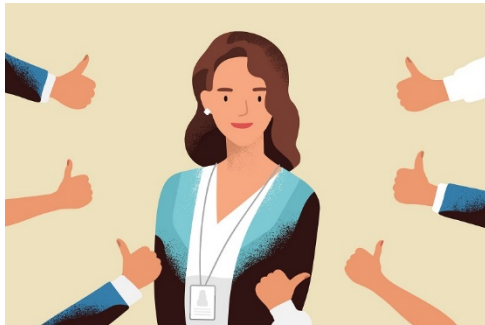
Kickstart practical actions and approaches

Engage with others and grow your UCC network

- Take 60 minutes - Exploring approaches to personal resilience and wellbeing
- Take 60 minutes - Time Management - Making it work for you
- Take 60 minutes - Lets Talk - Managing our work expectations of ourselves and others
- Take 60 minutes to understand conflict and where it comes from



Recognition and Engagement through Communication



Wellbeing Measures agreed by UCC University Management



Meeting Timings

- Core hours under Athena Swan for meetings (10am-4pm) while noting not all can do this at present with challenges of working from home
- Build in time (i.e. morning or afternoon weekly) to allow for no meetings to allow research/preparation be undertaken (at local level)

Meeting Duration

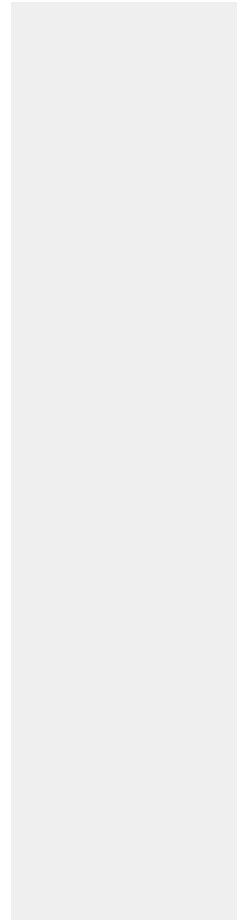
- 45 minutes rather than a standard hour with 15 mins break prior to the next meeting
- Focus and encourage a more decision-focused culture in meetings

Meeting Agenda

- An item 'Staff Wellbeing' (what practices are working in your area, what practices should continue, what practices need tweaking or adopting) be added to local agendas of meetings

Email protocol

- Introduce email protocol - advising staff not to send emails after 6pm but to wait until following morning



Looking after ourselves and our UCC colleagues

UCC offers a suite of Wellbeing supports via our Employee Assistance Programme (EAP) provider to all UCC staff, partners and children over 18 years

We have worked closely with our EAP provider in the past year to grow and develop engagement with the following:

Wellbeing portal and app encourages positive steps towards personal wellbeing (sleep, nutrition, exercise, mindfulness)

Webinars and seminars for both managers and UCC colleagues take place regularly each month

Digital Gym providing a weekly schedule of online classes including yoga and Pilates

Management support, advice guidance and referral mechanism

THANK YOU FOR LISTENING

<https://www.ucc.ie/en/hr/wellbeingdevelopment/>

