

Mindfulness Information Leaflet

Work & Wellbeing

Work is part of our wellbeing and a key driver of health.

As proposed in Engel's 'biopsychosocial' model of health and wellbeing (1977), a combination of physical, psychological, and social factors (including working conditions) contribute to a person's health and wellbeing.

Mental wellbeing at work is determined by the interaction between the working environment, the nature of the work and the individual. Work has an important role in promoting psychological wellbeing. However, it can also have negative effects on mental wellbeing- leading to stress. At any point, up to 18 per cent of the working age population has a mental health problem (NICE, 2009).

Work Related Stress (WRS) is the negative response people have to excessive pressures or other types of demands placed on them at work.

The World Health Organisation have proposed a model of the healthy workplace in which both physical and psychosocial risks are managed. ISO 45003 will be published in early 2021 and will address worker psychological health.

Mindfulness Approach

Mindfulness has its origins in **Buddhist meditation practices**. In the 1970's an American scientist called **Jon Kabat-Zinn brought mindfulness into the realm of everyday life**. Mindfulness is described as a "systematic approach to developing new kinds of control and wisdom in our lives, based on our inner capacities for relaxation, paying attention, awareness, and insight" (Kabat-Zinn, 2003). Kabat-Zinn has developed the '**Mindfulness Stress Based Reduction (MBSR) programme**' (Kabat-Zinn, 2011).

Kabat- Zinn's work was the inspiration for Mark Williams who applied mindfulness to mental health, clinical depression, and founded the Oxford Mindfulness Centre at University of Oxford Department of Psychiatry. Williams developed the Mindfulness Based Cognitive Therapy (MBCT) programme in conjunction with John Teasdale (Cambridge) and Zindel Segal (Segal et al, 2013).

Tasting Mindfulness by Jon Kabat-Zinn

Have you ever had the experience of stopping so completely, of being in your body so completely, of being in your life so completely, that what you knew and what you didn't know, that what had been and what was yet to come, and the way things are right now no longer held even the slightest hint of anxiety or discord?

It would be a moment of complete presence, beyond striving, beyond mere acceptance, beyond the desire to escape or fix anything or plunge ahead, a moment of pure being, no longer in time, a moment of pure seeing, pure feeling, a moment in which life simply is, and that "is-ness" grabs you by all your senses, all your memories, by your very genes, by your loves, and welcomes you home, this is a taste of mindfulness.

The Formal practice for this week is Mindfulness movement. Altering the relationship with the bodies can profoundly improve our lives.

To cultivate mindfulness truly, we need to become fully integrated with with our body once more.

Mindfulness in Healthcare

Mindfulness Training for Healthcare Workers (HCW)

Mindfulness training, an evidence-based approach to increase situational awareness and positive responses to stressful situations, is an inexpensive strategy to reduce stress and improve the quality of the working lives of healthcare workers. Mindfulness has been used to support physical and mental wellbeing and to prevent /reduce impact of PTSD for HCW.

In the workplace, and particularly frontline professionals, mindfulness has a lot to offer both for HCW personal and professional lives – in relation to stress reduction and building resilience to avoid vocational fatigue and burnout (Mulcahy, 2019). Mindfulness helps to focus our attention, to observe our thoughts and feelings without judgment, allowing the individual to have greater resilience and increasing life satisfaction (Mulcahy, 2019).

HCW need to be in safe space – both physically and emotionally/psychologically – to execute the task. As such, there is a relationship between managing sources of WRS, wellbeing, performance, and safe care delivery.

Mindfulness/meditation is considered as complementary to a teaching application to address the 90% error rate witnessed in hand hygiene (Phan et al, 2019).

COVID 19 Pandemic & Rationale for Mindfulness

Staying in good physical and mental health, is essential to care delivery in any situation. However, it is essential to the response and management of COVID-19 (Smith, 2020). The COVID-19 pandemic is having profound impacts on the health and wellbeing of healthcare workers (Sim, 2020). Based on previous outbreaks, such as SARS, it is expected that health-care workers will be one of the occupational groups at highest risk of disease transmission (Yeung, 2004; Hsin & Macer, 2004). This increased risk along with the attendant increases in workload and fear of infecting family and household members, is likely to be associated with poorer mental health (Smith, 2020; Smith, Oudyk, Potter, Mustard, C., 2020).

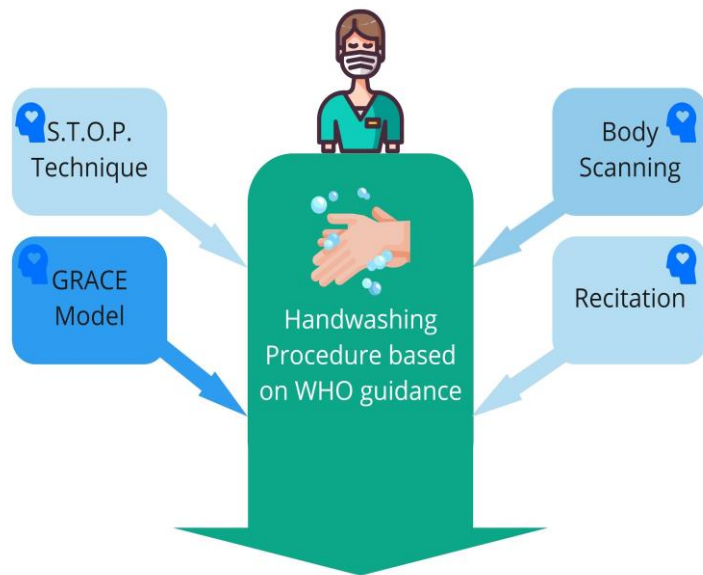
As argued by Smith (2020), it is important to identify workplace factors linked to mental health that can be changed. While PPE and infection control procedures are often discussed as measures to reduce virus transmission, we also need to understand their importance in the context of HCW mental health. This is especially important, given that the mental health impacts of COVID-19 may continue beyond the COVID 19 pandemic (Smith, 2020).

Recent studies have found that strengthening employer-based infection control strategies is likely to have important implications for mental health symptoms among health-care workers (Smith, Oudyk, Potter, Mustard, C., 2020).

Mindfulness has been used to support physical and mental wellbeing and to prevent /reduce impact of PTSD for HCW. Mindfulness has been used for stress reduction and building resilience to avoid vocational fatigue and burnout (Mulcahy, 2020). These techniques can be used to manage stress pertaining to the impact of work stressors on wellbeing, performance, and safety, along with the management of the home/work interface.

In relation to the PPE donning/doffing task, mindfulness practices can be integrated in the design of the hand hygiene task.

Mindfulness Approach



Mindful Moments

Golden moments for HCW – before shift starts/ends

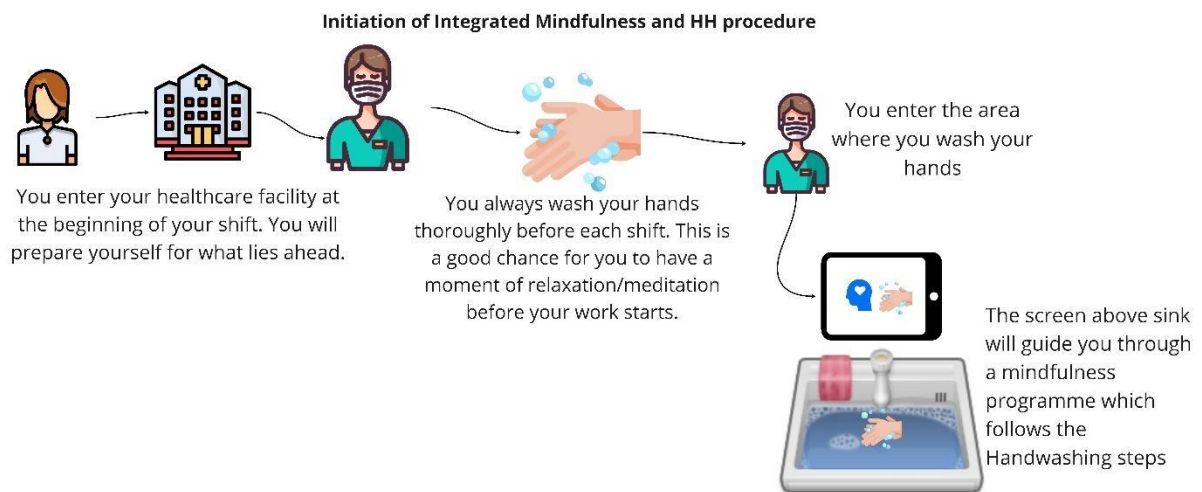


Figure 1: Start of Day

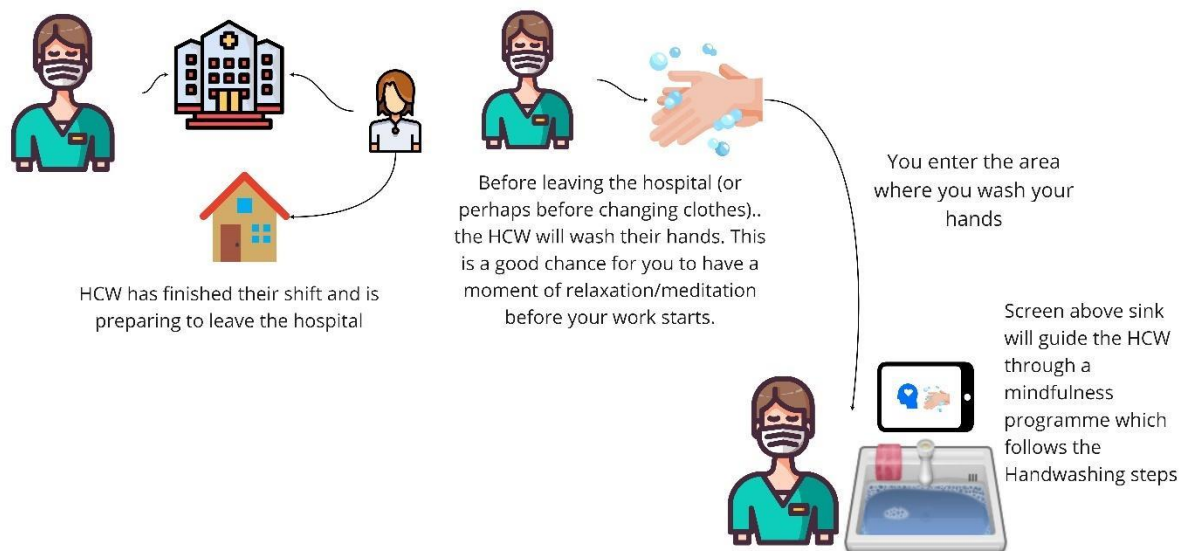


Figure 2: End of Day

Resources & Links

Type	Name	Link
HCW Websites	HSE	https://www2.hse.ie/wellbeing/mental-health/mindfulness.html
	NHS	https://www.nhs.uk/conditions/stress-anxiety-depression/mindfulness/#:~:text=Mindfulness%20meditation%20involves%20sitting%20silently,developing%20awareness%20of%20your%20breathing.
Mindfulness Websites	Mindful.org	How to be mindful at work, at home, and in your life. Also, has instructions on mindfulness practice and articles from the thought leaders in the field.
	John Kabat Zinn's Website	https://www.mindfulnesscds.com/
	Pocketmindfulness.com	Good starting place for people who want to try mindfulness but don't know where to begin. This website is easily accessible and makes starting easy and fun.
	Mindfulness.ie	Irish based centre includes free guided mindfulness practices and meditations.
	Freemindfulness.org	Website which gathers free resources from a community of mindfulness practitioners. There is a resources section with mindfulness practices to download.
	Goamra.org	The American Mindfulness Research Association was founded in 2013 and is a website that brings together the latest research and science in Mindfulness. They also have a monthly research letter that you can subscribe to.
Utube Videos	Professor Mark Williams of the Oxford Meditation Centre	Introduction to Mindfulness (Video, 2:52 mins) https://www.youtube.com/watch?v=CyiwVwwjFtQ Explaining the neuroscience of mindfulness

	<p>(Video, 3:34 mins) https://www.youtube.com/watch?v=8GVwnxkWmSM</p> <p>Longer Lecture on Mindfulness (Video, 1:06:15) https://www.youtube.com/watch?v=wAy_3Ssyqqg</p> <p>10 minute sitting meditation https://www.youtube.com/watch?v=2L00t5VeVjQ</p>
Jon Kabat-Zinn	<p>Defining Mindfulness (Video, 4:32 mins) https://www.youtube.com/watch?v=wPNEmxWSNyg</p> <p>What is Mindfulness? (Video, 5:17 mins) https://www.youtube.com/watch?v=HmEo6RI4Wvs</p> <p>Mindfulness for Beginners (audio, 10:30 mins) https://www.youtube.com/watch?v=NxYFxiZBqHg</p> <p>10 Minute Guided Meditation https://www.youtube.com/watch?v=2GjZanuXWWk https://www.youtube.com/watch?v=u4gZgnCy5ew</p>
Ted Talks	<p>How Mindfulness Changes the Emotional Life of our Brain Dr. Richard J. Davidson, Psychologist and Neuroscientist</p> <p>(Video, 17:53 mins) https://www.youtube.com/watch?v=7CBfCW67xT8</p> <p>All it takes is 10 mindful minutes Andy Puddicombe (Video, 9:09 mins) https://www.ted.com/talks/andy_puddicombe_all_it_takes_is_10_mindful_minutes?language=en</p>
Articles	<p>Demystifying mindfulness in the workplace https://www.irishtimes.com/business/work/demystifying-mindfulness-in-the-workplace-1.3481485</p> <p>18 Science-based reasons to try loving kindness meditation today https://emmaseppala.com/18-science-based-reasons-try-loving-kindness-meditation-today/</p> <p>Learning to be Present with Yourself https://www.psychologytoday.com/ie/blog/the-mindful-self-express/201204/learning-be-present-yourself</p> <p>Practicing Mindfulness can Help us Through the Coronavirus Pandemic</p>

		https://theconversation.com/practising-mindfulness-can-help-us-through-the-coronavirus-pandemic-140617
Apps		Calm Headspace Breethe: Meditation & Sleep The mindfulness app Insight timer 10% happier BreathSync

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