



# RCEM Herd wellbeing & resilience during Covid-19

**These are difficult and anxious times. Here are a few tips on keeping the ED team healthy and functioning.**

- **This is a marathon not a sprint.**
- **Remember that ED teams are capable & amazing but need looking after.**
- **Its okay not to be okay, we are under stress and there is uncertainty - we need to help and support each other.**
- **Check in regularly with different members of your team – how are people doing? What else outside of work are they dealing with?**
- **Consider formalising support within your teams – buddy systems, regular contact with team leaders, helpful social media groups.**
- **Get to know your cleaners, they are working extremely hard!**
- **Bear with each other, our band width to solve problems may be less than usual.**
- **If people are short with you, it is usually because they are stressed rather than it being your fault.**
- **Be extra kind when speaking to colleagues and especially to other teams.**
- **Be welcoming and supportive to people who do not normally work in the ED or are doing a different role than usual.**
- **Other teams may see things differently and have different stresses.**
- **Discuss times when interactions have not gone well, apologise as soon as you can for any part you may have contributed to.**
- **Be careful with language so as not to increase anxiety, fear or frustration.**
- **Say thank you often to everyone you interact with!**