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Cogan, Nicola; MacIntyre, Gillian; Kennedy, Chloe; Beck, Zoe; McInnes, Lisa; Tanner, Gary; Morton, Liza; Kolacz, Jakek

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The impact of Covid-19 pandemic on the mental wellbeing of health and social care workers (HSCWs) in Scotland

The importance of access to PPE, psychological input, peer support, team resilience and leadership in mitigating the adverse impacts of the pandemic of HSCWs' mental wellbeing

Cogan, N¹., MacIntyre, G¹., Kennedy, C¹., Beck, Z¹., McInnes, L¹., Tanner, G¹., Morton, L², Kolacz, J³.

¹ University of Strathclyde, Glasgow, Scotland, ² University of Glasgow, Scotland, ³ Kinsey Institute, Indiana, US

BACKGROUND

Recent studies published during the COVID-19 pandemic have reported that the mental wellbeing of health and social care workers (HSCWs) has been adversely impacted.

Research has yet to explore what factors may help HSCWs positively adapt in the face of the adversities endured during the pandemic.

METHODS

The study consisted of a cross-sectional online survey exploring the impact of COVID-19 on the mental wellbeing of HSCWs (n= 1364).

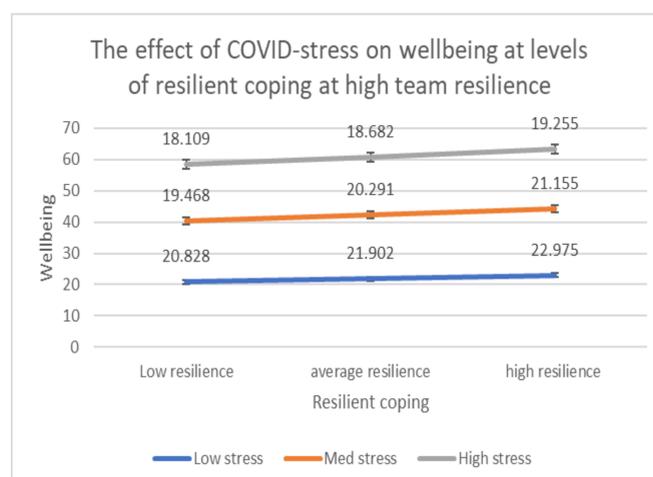
The survey included both closed and open-ended questions exploring COVID-19 perceived risks, stress, burnout and mental wellbeing as well as coping and team resilience. Both quantitative and qualitative content analysis of the online survey data was conducted.

RESULTS

Data collection took place between December 2020 and March 2021 (lockdown 3).

Regression analysis indicated that resilient coping and team resilience significantly predicted better HSCW wellbeing scores.

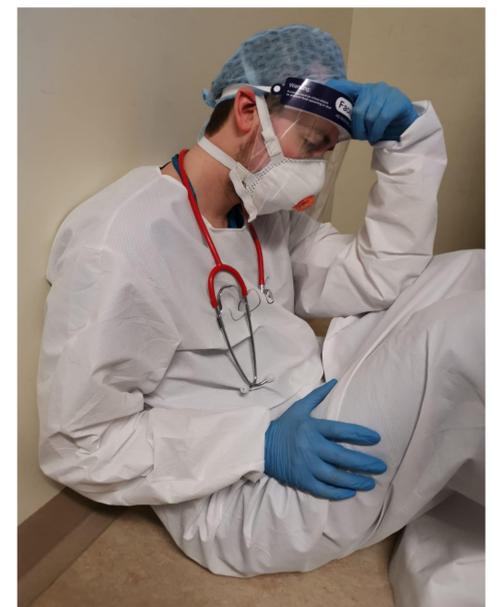
Slopes for the effects of stress on wellbeing at levels of resilient coping – high team resilience.



Content analysis indicated that access to PPE, psychological input, peer support and visible leadership helped mitigate against the adverse impact that COVID-19 related stressors have on HSCW's mental wellbeing.

DISCUSSION

The findings emphasise the importance of adaptive coping and team resilience in mitigating the adverse impacts of the pandemic on HSCWs' mental wellbeing. Having access to PPE as well as peer support was found to be essential.



The urgency of offering psychological input for HSCWs who need it was emphasised.

Visible leadership was found to be central in helping staff gain access to current and accurate information on COVID-19 and in helping workers adapt to constant change.