

## **Oberstown health and well-being strategy**

### **Details of Working Well framework to support staff in the workplace released at Social Care Ireland conference**

March 28, 2019 - Oberstown Children Detention Campus today announced details of its inaugural health and well-being strategy for employees. The **Working Well** strategy was developed by a team at Oberstown, led by organisational psychologist Cara Driscoll, and is designed to benefit each of the 270 + staff at the campus in north Dublin. Ms Driscoll presented the strategy being implemented at Oberstown, in her address to the Social Care Ireland conference in Limerick today where the theme is 'Caring for Social Care Professionals'.

Pat Bergin, Campus Director said: "The Oberstown Strategic Plan 2017-2020 has as a key objective the development of people and organisation. Our Working Well health & wellbeing framework being launched at the Social Care Ireland conference today is key to achieving this objective. Our residential social care staff ensure that young people on campus receive the best care. It is important that we look after them in the very same way."

Cara Driscoll said: "The nature of the work at Oberstown can present some unique challenges for the social care staff. We identified that in order to look after social care workers, we needed to develop a support system for staff to minimise stress factors in the workplace.

Having recognised the link between health & wellbeing, engagement and organisational success, Oberstown committed to the development of a strategic plan to address employee health & wellbeing. The Working Well framework aims to provide a comprehensive multilevel approach to address psychosocial wellbeing for employees across the various areas of work life."

At the centre of the Working Well framework is the delivery of peer-to-peer support for all employees. Oberstown has trained more than 30 staff members in a Certificate in Critical Incident Stress Management (CISM), all of whom are now in a position to support colleagues after a critical incident. This in-house, onsite support service for staff is almost unique in the care sector. Furthermore, Oberstown has trained 90% of peer support workers in mental health first aid for colleagues and is only the second organisation in Ireland to train facilitators in suicide prevention and self-harm mitigation as a support for both its staff and young people.

In January Oberstown held its inaugural Wellbeing Month on campus, which saw a range of activity including the introduction of a mental health and wellbeing guide for staff, an education campaign

and Operational Transformation on campus with walks, weigh-ins, and a healthy breakfast for the whole campus.

Other initiatives that the strategy hopes to introduce include regular health and safety audits on campus, promotion of positive lifestyle choices and physical health, ongoing access to employee supports and information. The campus has an Employee Assistance Programme which gives support to individual staff and their family members in a broad range of areas. Through Oberstown's Occupational Health provider, interventions and options are explored to assist employees in particular circumstances to understand and address factors contributing to their health needs.

## **ENDS**

Images of Oberstown Children Detention Campus available [here](#)

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## **Note to Editors:**

### **About [Oberstown](#)**

Oberstown Children Detention Campus provides a safe and secure environment for children who are placed in the campus by the Children Court. The objective of Oberstown is to provide children in the campus with education and development to address and change offending behaviour, so that they can return and contribute positively to their families and communities.

In June 2016, a single Oberstown campus was established, bringing together three children detention schools – Trinity House, Oberstown Boys' School and Oberstown Girls' School.

### **[CEHOP](#)**

Oberstown helps young people to address their offending behaviour through a programme centred on their care, education and health needs. This programme is CEHOP, a bespoke Oberstown designed and delivered programme.

Upon arrival each young person is assessed, and an individual care plan is developed by a multi-disciplinary team. This produces a bespoke journey through care plan for each young person. This is achieved through a unique care model, developed by Oberstown, in which relationship building is key addressing core areas of care, education, health, offending behaviours and preparation for return to family and communities.