



**Interim report on the Saolta Staff Health and Wellbeing Arts Initiative
Galway University Hospitals Arts Trust**

Galway University Hospitals Arts Trust is a registered charity
(CHY 17964).

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“I was hooked from class one! I have never attended an art class but have always thought it was something I would like to try.

I found it so relaxing and the time flew by, with some chat and laughter. I feel I have developed a new set of skills - now looking at everything thinking how I would paint it! It has also increased my confidence as I will not be nervous about trying anything new.

I absolutely loved the art classes. Best thing I have done in a long, long time and a fantastic idea by the HSE”.

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Glossary

Arts and Health	Arts and Health is the generic term that embraces a range of arts practices occurring primarily in healthcare settings, which bring together the skills and priorities of both arts and health professionals. Good Arts and Health practice is characterised by a clear artistic vision, goals and outcomes. Alongside these, it aims to promote health and wellbeing by improving quality of life and cultural access in healthcare settings. It may incorporate different approaches, including conventional arts production and presentation, arts participation and environmental enhancement. Arts and Health initiatives may range from once-off events to longterm programmes. The term Arts and Health is preferable to Arts in Health or Arts for Health as it reflects the equal partnership of skills necessary to ensure good practice. ¹
GUHAT	Galway University Hospitals Arts Trust
Saolta	University Health Care Group (formally West/North West Hospitals Group) is one of six hospital groups announced in May 2013, as part of a reorganisation of public hospitals into more efficient and accountable hospital groups that will deliver improved outcomes for patients. With Academic Partner NUI Galway, Saolta University Health Care Group comprises of 6 hospitals across 7 sites.
LUH	Letterkenny University Hospital
MUH	Mayo University Hospital
MPUH	Merlin Park University Hospital
PUH	Portiuncula University Hospital
RUH	Roscommon University Hospital
SUH	Sligo University Hospital
UHG	University Hospital Galway
LAEO	Local Authority Arts Office

¹ Arts and Health Policy and Strategy, 2010, Arts Council, p4

Executive Summary

Thank you for a fabulous and enjoyable introduction to Art over the last couple of weeks - looking forward to putting this into practice. Thank you for a lovely diversion to our normal working day - it has been a lovely way to step back from routine and take some 'me' time. The classes have been fab and not at all rushed. I have been telling all my colleagues about this initiative and I would think if it is continuing in 2017 it will be very popular.

Findings

1. Completed art workshop programmes at MPUH and UHG demonstrated the potential of art to contribute to the staff health and wellbeing agenda. Tailoring workshop times to a variety of preferences contributed to an overwhelmingly positive response from 37 participants who described their experience as relaxing, absorbing, and a useful tool to “switch off” after hectic, stressful days. Staff noted increased confidence resulting from the development of new skills or rekindling of past interests, with some even suggesting it would make them less fearful to try other opportunities. Finally, the workshops encouraged a supportive group dynamic between existing colleagues and new friends in workshops, as well the enthusiasm of family members at home - further contributing to the health and wellbeing of participating staff.
2. In only a limited number of workshops at GUH, the project demonstrated sustainable outcomes and achieved momentum for the arts as part of the staff health and wellbeing agenda. The majority of staff were keen to continue, noted the interest of other colleagues, would be willing to pay a small fee in future, and would consider investing or had invested in their own materials for home use. The purchase of materials and equipment as part of this project phase will be used to subsidise continued workshops at all sites in the future.
3. By engaging staff in addressing the physical workplace, the *Passages* art installations propose lasting legacies, investing in a sense of pride and ownership. They offer to enhance staff rest areas and workspaces towards wellbeing. Though their impact cannot be measured until they have been installed, the workshop strand at GUH allowed greater staff consultation, collaboration and feedback which suggests the potential of the environmental enhancement strand.
4. The *Passages* project has been designed to encourage increased exercise, raising awareness of Healthy Ireland priorities and Hospital Walks and many submissions were from these walking routes.
5. The project was designed to be inclusive and accessible to all staff regardless of age. Offering the workshops free of charge was instrumental in ensuring equal access for all.
6. The project encountered a number of issues relating to communication and staff workload which meant that not all

outcomes could be realised across 7 sites in an unrealistically short timeline defined by funding. Ultimately, where project participants accessed opportunities for relaxation, those involved in supporting implementation of the project reported otherwise.

Recommendations

1. Future staff art workshop provision should offer a range of times to suit a variety of work and family commitments. Programmes are recommended to include full day weekend workshops in a focused technique, in addition to early evening and late evening general art making workshops. Grouping participants according to experience eliminates tendencies to feel inferior next to those perceived as being more advanced.
2. Where art workshops cannot be offered free they should be subsidised as far as possible to ensure equal access for all.
3. The appointment of experienced professionals is essential to ensuring the successful delivery of pilot projects that encourage momentum for longterm development and the need to seek match funding for fees can limit project development. Future initiatives are asked to consider making professional fees eligible to ensure the success of pilot phases.
4. Future projects aiming to engage staff in meaningful participation and consultation require longer project periods to facilitate extended open calls that reach all staff, and effective communication and support ensure outcomes are achieved.



early evening staff art workshop, UHG

Project Background

1. Introduction

Healthy Ireland: A National Framework for Improved Health and Wellbeing (2013-2025) was introduced in response to concerns that the current health status of people living in Ireland – including lifestyle trends and health inequalities – is leading towards a future that is dangerously unhealthy. In support of its implementation, the HSE Health and Wellbeing Division made funds available for initiatives to promote, support and build sustainable long-term action for improved staff health and wellbeing within the organisation.

Saolta University Health Care Group prioritised the arts in apportioning its allocated funding. Proposing to draw from the successes of Galway University Hospitals Arts Trust's programme for patients, this was considered a viable, far-reaching approach, offering benefits to staff across seven hospital sites.

2. Context

Working with the hospital community, GUHAT provides a high quality arts programme to enhance the wellbeing and hospital experience of its patients, their families, and staff at Galway University Hospitals. Patients accessing the participatory strand of the programme find more positive and productive experiences during their hospital stay, relaxed and engaged in a way that distracts from worries. By focusing on what can still flourish at a time of physical failing, arts participation has led to improved self-esteem and confidence, promoting new insight and fresh dialogue, all significantly contributing to enhanced well-being. Whilst the annual *Art@work* staff exhibition at UHG is evidence of a creative staff population, art workshops had not been widely available to staff prior to the initiative. A limited number of staff art workshops in 2013 as part of the dialysis art programme at MPUH had however demonstrated the potential for such opportunities to contribute to the staff health and wellbeing agenda across the Saolta group.

Similarly, a number of existing environmental improvements and public art installations at GUH had proven to positively impact patient and staff experience and the initiative offered to roll this out across the group. International formal evaluations demonstrate how transforming environments reduces staff and patient stress, supports staff development, and improves retention and recruitment¹. Contemporary health building design and its associated public art often link the inside of buildings with outside, incorporating natural light, elements of nature and soothing colours in response to research findings that patients experience positive outcomes in such environments². On this premise,

environmental enhancements therefore also offered to subsume the priorities of Saolta's *Hospital Walks* initiative.

Introducing walking routes across the Saolta Hospital Group, *Hospital Walks* was launched in September 2016 to change behaviour and the workplace environment by introducing short healthy breaks. Outlined in the National Physical Activity Plan as an effective way to promote exercise in every workplace, Saolta's walking routes were developed with Health Promotion & Improvement as part of the HSE Staff Health and Wellbeing initiative. The project includes a website and colour coded routes measured in relation to step count, distance in kilometres and duration.

1 A prospectus for arts and health, The Department Health, UK, with Arts Council England, 2007

2 Health Building Note 00-01: General design guidance for healthcare buildings, Department of Health, UK, 2014

3. Aims

The project's objectives were steered by four themes identified by the HSE Health and Wellbeing Division as:

- Promoting positive mental health and wellbeing
- Addressing the physical workplace and its environs
- Encouraging physical activity and reducing sedentary behaviour/ work practices
- Creating a healthy workplace for all ages

The project period intended to offer staff absorbing, relaxing opportunities to unwind outside of their professional roles and to

develop confidence and self-esteem through new or rekindled skills. Meeting colleagues in a different context, the social aspect of art workshops also offered to contribute to individual staff wellbeing in addition to promoting teamwork and a friendly working environment. By involving staff in physically improving the workplace, the project aimed to enhance and humanise the environment, encouraging a sense of ownership and pride for staff.

The overarching aim of the funding initiative was to provide once-off funding to generate momentum for the staff health and wellbeing agenda in the HSE. Whilst it was understood that projects might not be effective for all staff within the given timeframe, they were expected to develop quality outcomes for expansion in subsequent years. Saolta embraced this, partnering with GUHAT to extend its existing portfolio of environmental enhancements and arts participation across the group. In the longterm, this investment asserted to promote a wider understanding of the benefits of Arts and Health to wellbeing, in turn empowering the hospital community to support the development of high quality arts programmes for staff, patients and visitors at all sites.

4. Overview

Responding to the specified themes and limits of the initiative, GUHAT developed a Saolta-wide art project comprising 2 strands:

1. Staff art workshops to promote positive mental health and wellbeing, and
2. *Passages*, a series of art installations engaging staff in enhancing the workplace and promoting outdoor physical activity.

Strand 1: art workshops

Art workshops were designed as a basic introduction to materials and techniques for those with little or no previous experience of art making. In the context of health and wellbeing, these staff stood to benefit more than those already making art, accessing opportunities they might otherwise not, thus addressing Healthy Ireland's priorities relating to inclusion and equality. Participants were selected from an open invitation to all staff circulated via posters and email.

As facilitator fees were not eligible under the funding initiative, GUHAT secured match funding from the respective Local Authority Arts Offices of each hospital site. The provision of workshops would therefore be dependant on the level of funding secured but a set of guidelines for artists and a bank of core materials for each project was developed and co-ordinated by GUHAT. Local artists with relevant experience were to be selected in consultation with the respective Local Authority Arts Officer. The appointed artists were to be supported by a designated liaison at each hospital site who would assist with securing suitable workshop accommodation, storage, and communication.

Strand 2: environmental enhancement

The proposed art installations opened participation up to staff who would not access the art workshops. Inspired by the introduction of Hospital Walks, *Passages*, invited staff to submit pictures and observations they made whilst out walking, via posters, email and a roll up banner at each site. Submissions would inform paint colours, digitally printed wallpapers, window vinyls and framed artwork - transforming their working environment with their colours and their words on their walls. Informed by staff consultation, the installations were intended for quiet spaces for reflection, public thoroughfares and stairwells, in turn encouraging others to consider integrating walking breaks to their daily routines.

Evaluation Description

Purpose

An internal evaluation was undertaken by GUHAT to assess if the objectives of the arts initiative had been met for the period August 12th - December 31st 2016. This describes activity from the deadline for funding proposals until the end of the funding period and suggested project end date. A number of operational issues meant that the project's projected outputs were not realised in this short timescale. Specifically, whilst materials and artist fees were secured for all sites, it was only possible to implement workshop programmes at UHG and MPUH before the end of 2016. In addition, although artwork for the *Passages* art installations has been resolved for 5 sites, it has been only partially installed whilst appointed suppliers await instruction regarding the other sites. As an interim report, this evaluation presents the findings of completed aspects of the project and is for circulation within Saolta's Healthy Ireland representatives to inform outstanding aspects of the project, and to the HSE Health and Wellbeing Division as learning for future funding initiatives.

Methodology

The report details the findings of qualitative data gathered from a staff questionnaire, artists' workshop journals and reports, minutes of meetings, photographic documentation and correspondence with staff.

The workshop questionnaire was designed to collect feedback on how the project contributed to positive mental health and wellbeing and to collate staff preferences towards continuation. It was issued to all staff by artists on final workshop dates with an envelope for return by

internal mail to allow honest feedback. 71% (n=15) of UHG workshop participants and 75% (n=12) of MPUH workshop participants made returns.

In addition, artists were asked to record their observations and verbal feedback in workshop journals under qualitative data themes outlined in the Artist Guidelines to ensure coherent monitoring and evaluation across the group. Artists were advised to document significant individual technical and creative development and its impact on confidence and self esteem; when the relaxing or absorbing properties of activity were expressed; and their observations of a supportive group dynamic. Artists were also asked to document when significant family interactions had been communicated and when participants expressed an interest in continuing to make art, either at home or subsequent classes.

As Strand 2 artworks await installation, the evaluation gathered qualitative data relating to any benefits expressed during the process of developing these.

Format

The illustrated report presents findings in relation to project design and implementation, the four themes of the funding initiative, and sustainability.



Findings

1. Workshop Design and Implementation

Framework

Although established staffed arts programmes did not exist at all sites, the ambitions to roll art workshops out across 7 sites were deemed viable owing to their simple format and support from the respective LAAO. To further minimise issues, a Lead Artist was identified to order core materials and create posters for all hospital sites and to develop a set of guidelines for the artists, who would be supported through open communication and reflective practice with GUHAT. It was therefore projected that workshop programmes could be implemented at each site with the assistance of existing communication mechanisms and the appointment of a Project Liaison who would secure suitable accommodation and storage.

Communication

Whilst the official launch on World Mental Health Day strived to optimise project visibility, circulation of project information incurred issues at several sites. Despite distinct posters for each site, one reported that a reference to GUH Arts Trust in the opening line meant it was dismissed as irrelevant and not circulated - an issue that will be avoided by the forthcoming rebrand of GUHAT.

The tight timeline defined by the HSE and the late release of funds in October 2016 translated to the timeline of the open call, meaning it could not benefit from the momentum afforded by word of mouth.

Indeed, several GUH workshop participants noted that, despite acknowledging email notification of the workshops, their colleagues only expressed an interest in attending following staff discussion and after the application deadline. This said, 80 applications for workshop places across the two GUH sites were received during the short open call alone. Following a number of Healthy Ireland meetings and concerted efforts by GUHAT's Arts Director, 4 more hospital sites circulated updated workshop information and compiled a list of participant applications before the end of the specified funding period.

The appointment of Project Liaisons was also staggered, with the last being confirmed in December. Whilst the staff workshops offered participating staff opportunities for relaxation, the Saolta-wide project highlighted how such initiatives are reliant on the support and goodwill of staff already overstretched in their appointed duties.

Timings

With health and wellbeing priorities in mind, the open call asked staff to indicate preferred times so workshops could be tailored to their needs. This demonstrated the need for a variety of early evening, late evening and weekend workshops to accommodate shift patterns and personal commitments. It was not possible to offer places to all nominating GUH staff owing to budget constraints but the initial proposal for 6-8 two-hour workshops was revised to accommodate as many staff as possible. This was also necessary owing to the late release of funds from the initiative and time given to secure necessary match funding. Whilst the 10 week timeline may have been sufficient for projects involving the acquisition of goods, more time is needed for meaningful participation and engagement with staff.

At MPUH, workshops included a series of 4 late evening sessions of 1.5hrs and one 4hr Saturday workshop. At UHG, two larger groups were facilitated by 2 artists in a series of early evening and late evening sessions. In total, 46% (n=37) of applicants were offered places across the two sites. By tailoring timings to meet their needs, 74% (n=20) of participants who returned questionnaires considered workshop times to be satisfactory, with several adding that they were “perfect”, accommodating their preferences to attend immediately after work or return after family commitments. One participant noted that later evenings were “*good for winter only*” and one participant declined to return after the first session stating that “*it was too much after a long day at work*”. This participant attended the later evening session but had not indicated a preferred workshop time.

Of the remaining returns, 4 participants attending 1.5hr workshops considered the workshops too short, with comments relating to enjoyment and the completion of works. Indeed, workshops frequently ran over time with participants completely absorbed in the process and reluctant to leave. This created some logistical issues for the artists facilitating consecutive evening sessions. From the 4hr weekend workshop, 1 participant cited the beginner’s need for more time with expert tuition whilst another considered it too long, finding it “a challenge to concentrate” as the subject was new to them. This clearly demonstrates the need to cater for diverse preferences in future workshop provision.



opposite: Saturday afternoon 4 hr workshop, MPUH

Attendance

Places were offered according to the information provided on application to create a balance of clinical, clerical and support staff in preferred time slots. Care was taken to accommodate small groups who worked together and those who did not in order to create supportive safe environments free from normal work dynamics. Overall, workshop participants at GUH included staff of a range of grades from Theatre, Occupational Therapy, Physiotherapy, Radiology, Radiotherapy, Haemodialysis, Outpatients, Paediatrics, Hepatology, Laboratory, Quality Improvement, Quality Assurance, Practice Development, Clinical Placement, Women & Children's Directorate, Medical Records, Social Work, Catering, Maintenance, Finance, Bloodbank and Healthy Ireland.

As places and workshops were limited, GUHAT operated a strict attendance policy where selected participants had to commit to all sessions offered from the outset. A high level of commitment and appreciation for the initiative was evident as several participants came in on days off, attended partial workshops when family and funeral commitments arose, and requested to attend alternative workshops when they could not make their allocated time. 8 participants missed 1 workshop and 4 participants missed 2 workshops with unforeseen family commitments, ill health or home emergencies cited where reasons were given.



Accommodation

Staff noted the convenience of attending art workshops on work premises and where participants attended weekend workshops at MPUH, parking and the avoidance of city centre traffic were cited as advantageous. In the absence of a suitable art room at each site, a number of classrooms and meeting rooms were considered. As these still represented the frequented workspaces of some participants, the artists played tranquil music and provided herbal teas and biscuits to help distinguish an end to the working day - detailing appreciated by several staff.

Workshops at UHG took place in Classroom 1 in the Nurses Home, a spacious bright room with running water in an adjacent room and furniture on castors allowing efficient set up and tidy up. Though it is desirable to have a consistent venue for a workshop series, the short funding period meant that UHG workshops suffered competition for room bookings and one workshop was booked for an alternative classroom, then swapped to the staff restaurant with the kind permission of Catering Management. This offered running water but involved a longer set up and a less intimate space. All MPUH workshops took place in the Corrib Suite, HR Building. This offered sufficient workspace in a more intimate environment which fostered a supportive group dynamic.

73% (n=11) of questionnaires indicated that workshop accommodation at UHG was very good, with the remainder considering it to be good. At MPUH 67% (n=8) of questionnaires indicated that workshop accommodation was very good with the remainder considering it to be good. Staff at both sites commented that the strip lighting was harsh and the facilitating artists found it difficult to teach some of the basic principles of drawing in this context. Natural lighting offered by the longer days of spring and summer or rooms with directional lighting are more conducive to evening introductory art workshops.



Resources

Fantastic initiative! Gorgeous, encouraging, very skilled teachers. Amazing resources, equipment, materials.

All workshop materials and support were provided free of charge to promote equal access for all under Healthy Ireland priorities. A range of quality materials ensured best outcomes for diverse interests. Moreover, this conveyed a sense of value to staff who expressed that this was the first time in their long service that they had been granted such an opportunity. The excitement at being selected had clearly enhanced their sense of wellbeing even before the workshops commenced.

During workshops, staff indicated that it was great to “just turn up” without the stress and inconvenience of thinking about bringing anything with one stating that, *“It was great to have the materials provided for this first session of classes as I would not have a clue what to buy”*. 59% (n=16) of questionnaires expressing an interest in continued classes said they would prefer that all the materials were provided for them, though half these individuals would also consider buying their own having attended the introductory series.

I found the teachers very patient, informative of different mediums (as an introduction) with an easy no pressure venue with a great sense of humour.

The importance of suitably experienced facilitators cannot be underestimated when workshops are devised for health and wellbeing objectives. Artists must be more than tutors dispensing information. Amongst co-workers, it is possible for staff to feel vulnerable and great sensitivity is required to ensure they achieve positive outcomes after the stresses of the working day. Skilled facilitators are essential to achieving arts participation with benefits to health and wellbeing. Discounting artist fees as ineligible aspects of funding therefore hinders the potential impact of such projects. Instead, investing in quality materials and expertise during pilot phases has greater potential to create the momentum necessary to generate sufficient confidence and support towards continuation.



2. Promoting positive mental health and wellbeing

Despite the limited workshop period, staff art workshops received overwhelmingly positive feedback and demonstrated their capacity to promote staff health and wellbeing. A baseline was established by inviting staff with little or no experience of art making, allowing the impact of participation to be more clearly seen. Participant questionnaires revealed that 9 had some experience of art making in the last 10 years, 6 had some 10 - 20 years ago, and 44% (n=12) claimed to have no previous experience.

Thank you for a lovely diversion to our normal working day - it has been a lovely way to step back from routine and take some 'me' time.

93% (n=25) of questionnaires noted that participants found relaxing experiences during workshops, with 67% (n=18) finding them absorbing, elaborated on with comments including "could stay all night". One participant explained, "*I didn't expect I would enjoy it so much. I was so busy concentrating on using paints that everything else went out of my head. It was great relaxation mentally*". This was particularly beneficial for staff who found it "*a good way to ease out of the day after work*" and that "*it really helped switch off and relax after a hectic day*". In some cases, the artists witnessed the palpable transformation of staff who arrived fraught after particularly stressful days and left calmer.

I thoroughly enjoyed my classes and would love to continue as it brought an element of relaxation and fun to my life in what was a particularly stressful time.

56% (n=15) of questionnaires revealed that the workshops had rekindled a past interest and 85% (n=23) said they had benefited from developing new skills, with one adding that "*it challenged my boundaries*". 44% (n=12) stated that they benefited from meeting new people and 61% (n=17) benefited from meeting colleagues in a different context. Indeed, a supportive and encouraging group dynamic developed in each workshop with participants celebrating each other's achievements. This was of vital importance in ensuring that the more hesitant were not dissuaded by any perceived differences in ability.

The artists witnessed increased confidence as participants acknowledged their own technical development and started to ask more questions. 52% (n=14) of returned questionnaires noted that participants benefited from increased confidence during the workshops. This impacted beyond the workshops with participants more confident to try similar opportunities in future, one noting that they now would "*not be nervous about trying anything new*" and that they were now looking at everything thinking about how they would paint it.

Finally, taking their artistic achievements home to share with partners and children became a significant part of workshop routine for some participants, with critique and praise relayed with laughter in subsequent workshops. Three workshop participants set themselves the task of painting a special project to gift to loved ones. These interactions with family are clearly of benefit to health and wellbeing.



3. Sustainability

I really enjoyed this session. Very relaxed environment, great teachers encouraging confidence in painting which I never experienced before. Time flew. Very pleased that I participated in this. Delighted that you could offer us staff this class. This event has given me confidence to attend something like this again.

Although aspects of the project are not resolved, it has already developed a number of quality outcomes that demonstrate the feasibility of expansion in subsequent years - in line with the initiative's aim to generate momentum for the staff health and wellbeing agenda in the HSE. 85% (n=23) of participants who returned questionnaires expressed an interest in attending further general art workshops at GUH with 52% (n=14) interested in specific techniques, and 41% (n=11) considering attending external classes. All but 2 participants said that they would consider paying a small fee to attend further classes, with one considering it a work expense despite the specific priorities of the initiative being clearly outlined. Materials and equipment purchased in this initial phase will be used to subsidise future staff workshops. It is important that any workshop fee is kept to a minimum to ensure access for all.

In addition, 55% (n=15) of returns indicated that participants were considering purchasing their own art materials for home use and 5 participants had already invested in art materials during the GUH workshop period. To this end, GUHAT provided a list of workshop materials and suppliers used in the project. Finally, unexpected outcomes relating to momentum and sustainability came as two participants gained sufficient motivation to facilitate their own art workshops for patients. Whilst this indirectly relates to the priorities of the staff health and wellbeing agenda, such initiatives promote wider understanding of the value of Arts and Health leading to further support mechanisms and longterm development.

I wanted to thank you SO much for a really wonderful intro into painting - it was fantastic and you have most definitely rekindled my interest in art. I will be making some art supply purchases in the New Year for myself and I may ask your advice on purchasing some supplies for patients here in Hospital Ground so we can have an OT led art class as part of patient therapy – it would be fabulous! Your art, way of teaching and general approach is super – you should know that we all loved the classes!



4. Addressing the physical workplace and its environs

The *Passages* strand of the project suffered the same communication issues as the workshop strand in 5 sites. Before the end of the project period, Project Liaisons at all sites had identified suitable locations for *Passages* and installations were developed from submissions to the open call. Spaces identified by staff ranged from staff rest areas, to patient waiting rooms and other workspaces where environmental improvements would ease the challenges of their professional role.

At GUH, this strand of the project further benefited from the conversations and artwork of workshop participants. When one shared a link to photographs, an artist noticed that his imagery fitted the specific requests of staff from the Infectious Diseases Clinic, keen to change the artwork in their patient waiting area. Staff from the clinic were invited to select their image preference and the participant scaled it for digital reproduction as wallpaper. This inspired a clinic staff member to submit other images which were incorporated into a design for window frosting and cut out vinyl in response to staff requests for a privacy solution to a glazed area of the waiting room.

Thanks again for the classes. They were brilliant, I loved them, and anyone I spoke to had nothing but great things to say about the classes.

Secondly, thanks so much for your interest in my photos. I've taken very, very few photos for my own pleasure in the last two years, just family stuff and other work/charity obligations. Life is very, very busy and, subconsciously, I shelved my photography. Now I'm so eager to get snapping again! Thanks a million for the bit of inspiration!

I'm very very happy at the thought of one of my photos being on display large format in any public place. I'm actually ecstatic!



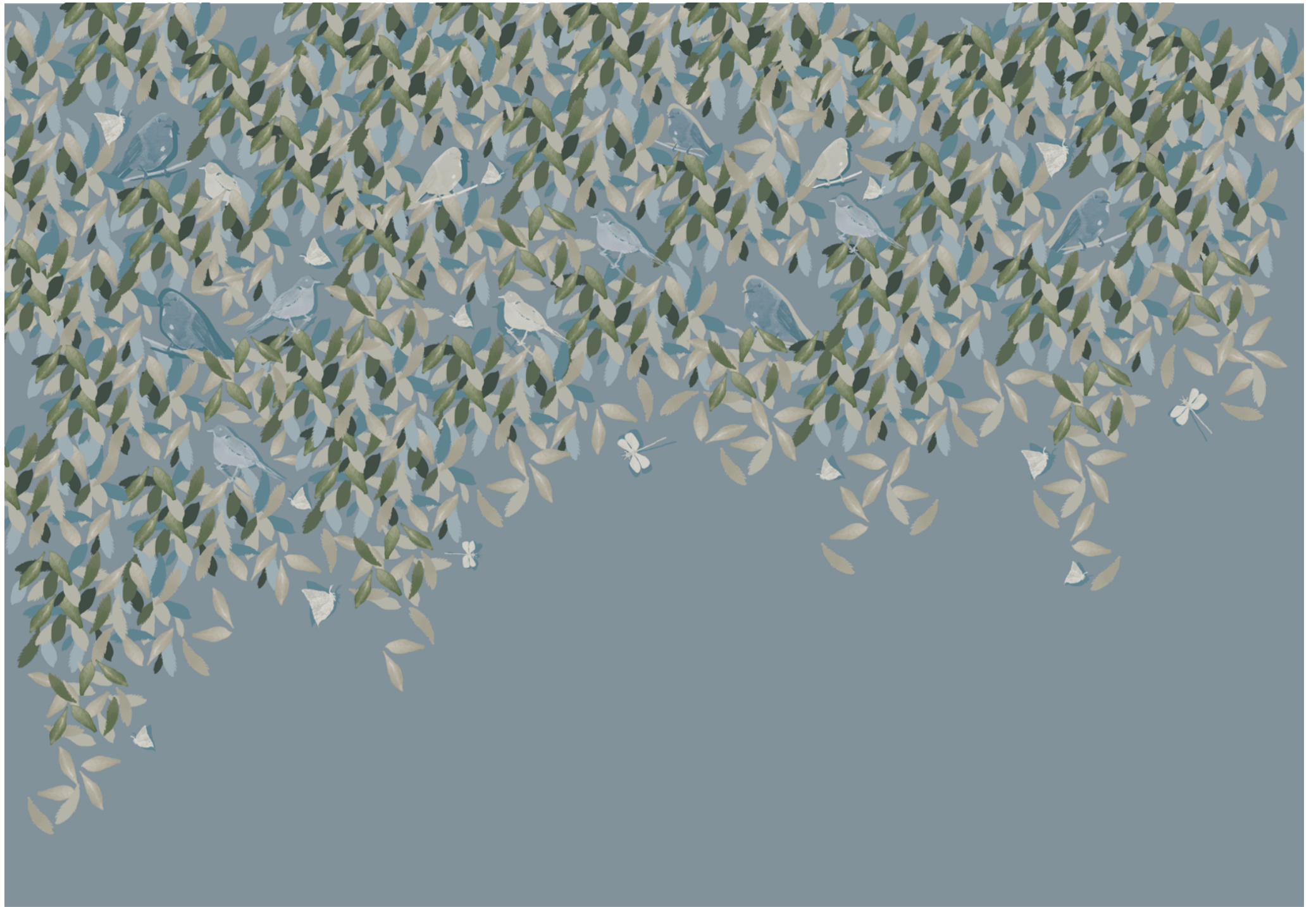
visualisation of Infectious Diseases Clinic, UHG



Whilst the Infectious Diseases Clinic was being measured up, a staff member from the neighbouring Hepatology Clinic also expressed an interest in having its patient waiting area improved. Recognising that a member of staff from this department attended the workshops, and inspired by a recent conversation with this participant, an artist incorporated her artwork with that of others to create the installation *Homage to the Leaf*. Staff of the clinic were given a number of design options to choose from.



left: installation of window vinyl offering privacy solution at Infectious Diseases Clinic, UHG
right: Hepatology waiting room, UHG currently (above) and visualisation of environmental improvements (below)



I cannot say how much I enjoyed the 4 weeks. It wasn't always easy to stay on after work for lots of reasons, but the hour and a half just flew - so, so enjoyable.

I'm very much aware of my limitations when it comes to art work however I thoroughly enjoyed the experience and my husband is still going on about how surprised he was at how good my 'tree' was – I myself was quite chuffed with my little leaf picture.

If the final result looks like that I'm more than happy to say I was involved! And honestly am so flattered.

I'm sure the girls here will get a good laugh at my art work but it will be very positive laughter, they're a great bunch!

5. Encouraging physical activity and reducing sedentary behaviour/work practices

The promotion of physical activity is apparent in the design of a number of *Passages* art installations. These include digitally printed wallpapers of images taken by staff on *Hospital Walks* and framed works intended for installation in hospital stairwells to encourage use of the stairs. All installations will be accompanied by project information raising awareness of the project themes and of *Hospital Walks*.

Inspired by the concept of colour therapy, the tiny pixels of staff submissions from UHG have been enlarged and organised to provide a spectrum of colour running through 5 landings of the main stairwell. Similarly, a spectrum of colour will run through the Instagram inspired details of staff submissions at LUH. These concepts ensured the inclusion of all staff submissions regardless of image quality and it is suggested that RUH could adopt a similar approach to LUH on an agreed length of wall.

6. Creating a healthy workplace for all ages

Both strands of the project were open to all staff. The workshop questionnaire did not capture age but the artists observed working with participants who were at the start of their careers and those who spoke about art as a hobby to take up on forthcoming retirement.

visualisations of staff rest area proposed for Lily Pond Corridor, MPUH





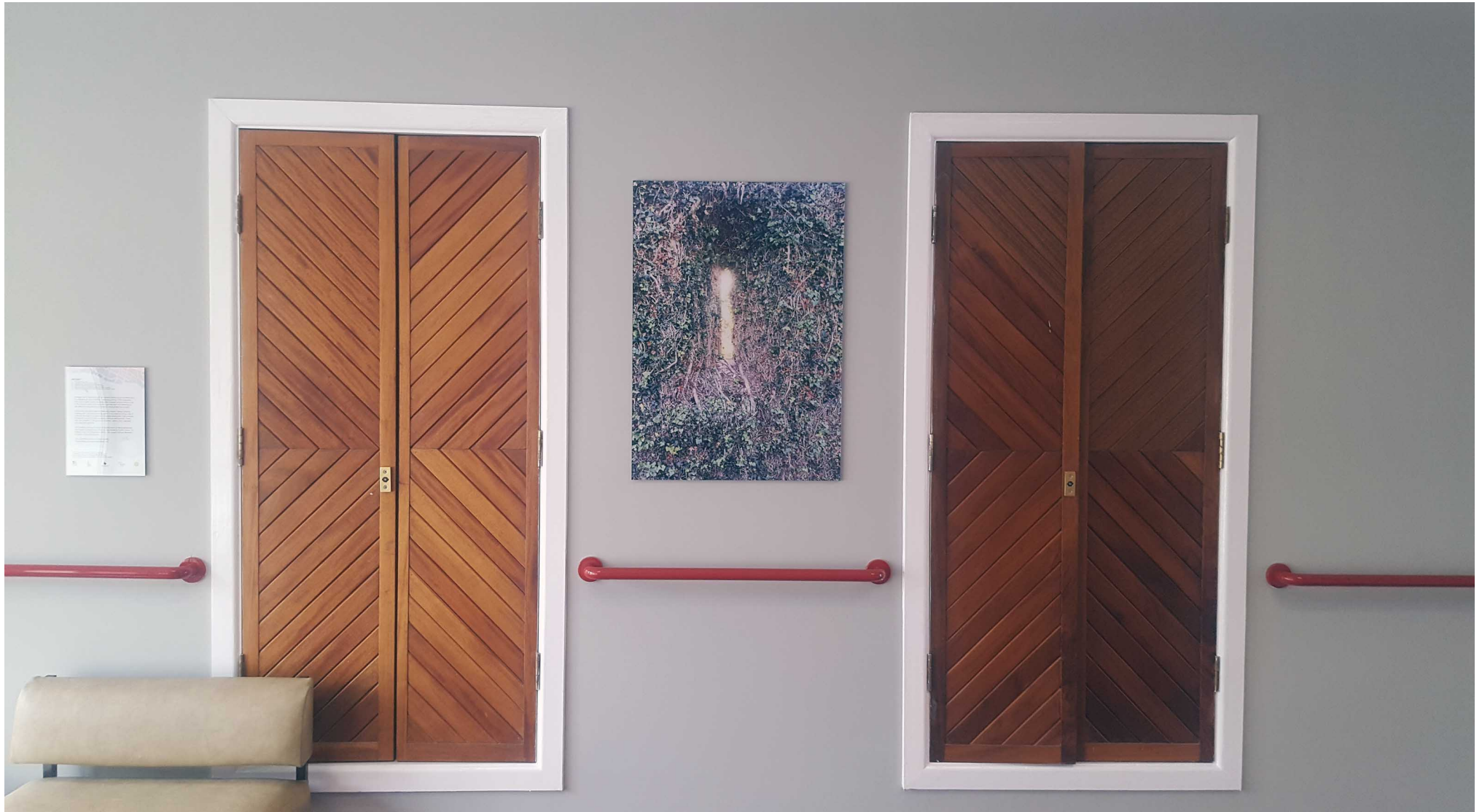


The artwork for the glazed area intended as a quiet seated space of the Lily Pond Corridor incorporated original artworks made by two participants of staff art workshops at Merlin Park University Hospital.





Newly installed artwork at the rear entrance to PUH. Many staff submissions included photographs of staff lunchtime walks in Garbally Woods.



Newly installed artwork in the ED Corridor at PUH. Many staff submissions included photographs of staff lunchtime walks in Garbally Woods.





visualisation of LUH staff rest area



visualisation of MUH ED Bereavement/Family Room



“Thank you. I had a lovely time”