

Dear Colleagues

As a result of the Vaccination as a Condition of Deployment for all CQC regulated activities, we recognise that colleagues who are leaders, managers, work in HR, or Occupational Health, have likely been required to have some extremely difficult, sensitive, complex, and perhaps painful conversations with staff and volunteers in recent times. Some of these conversations will have been about vaccine hesitancy or vaccine confidence, and may be continuing now despite the current “pause” on this requirement. Furthermore, because of this pause we are in a situation of uncertainty and it may be the case that conversations of this nature need to happen in the near future.

Having difficult, challenging, and complex conversations of this nature can bring up significant anxiety and discomfort. Many of us may feel nervous and ill-equipped to have these conversations in a helpful and supportive way. Some free training aimed at managers has been developed that makes use of evidence based principles from [Motivational Interviewing](#). These principles will be helpful to those having conversations about vaccine hesitancy, but also can be extremely helpful in having difficult conversations in the workplace more generally. Feedback from the pilot of this training has been very positive, and we at the Hub would endorse and recommend this training to anyone in a position where they are having difficult conversations related to vaccine hesitancy, or are having other difficult conversations with staff and/or volunteers.

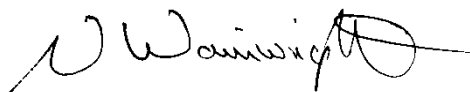
Training dates are available:

- Thursday 3rd March, 10:00 – 11:30
- Monday 7th March, 13:00 – 14:30
- Wednesday 9th March, 15:00 – 16:30

Spaces on the training are limited, so book now to avoid disappointment. [Click here for further information and booking links.](#)

Please share this training opportunity with anyone who you feel would benefit.

With best wishes



Dr Nigel Wainwright
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Clinical Lead, West Yorkshire Staff Mental Health and Wellbeing Hub