

Review of: "Staff Wellbeing and Networks Support (SWANS) Study"

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Potential competing interests: No potential competing interests to declare.

I thought that this was a great qualitative research study that explored the determinants of staff wellbeing and staff network access and uptake during the COVID-19 pandemic across the 3 Lincolnshire NHS Provider Trusts and recruited participants among healthcare staff, Nurses, Doctors, Therapists, Pharmacists, Leadership and Administration.

The paper describes an important and timely topic, it is well-written, balanced and presents potentially important contribution to the fields of psychology and medicine. The current study is scientifically valid, the aim is defined. The reasons for performing the study are clear. The method was appropriate and the key findings and recommendations presented in the results and conclusions are of great importance.

This paper is easy to read and is written well. Finally, this study is an original contribution to the literature on well-being during the COVID-19 pandemic, its most notable feature is that it has highlighted several strength areas in staff wellbeing offers and network support around Lincolnshire NHS services. Main among the recommendations of the study is the provision of Wellbeing Protected Time that is employee centered and the need to create pathways that allow such a provision. Additionally, it is encouraging that some of the actions that the study recommends have already been rolled out.