

Thrive

health + wellbeing

2025/26 Staff Health and Wellbeing Guide



People Promise



View online

Introduction

We have all chosen a career in the NHS because we are passionate about caring. Thank you to all of you for the part you play in caring for our patients. Our NHS People Promise helps us to make sure that you are well looked after in return. We cannot care for our patients unless we first care for ourselves and each other.



Working in the NHS can be demanding, but it should never come at the cost of your own health. If you have any worries about your wellbeing, it's important you talk to your manager. Together you can have regular check-ins and develop your personal health and wellbeing plan. There is more information about this on page 2.

The connections we make with our colleagues, our patients and our friends and family outside of work, have a huge impact on our wellbeing. Be kind to yourself and others.

If you are struggling, remember there's plenty of support available, from a simple chat with a Health and Wellbeing Champion to specialist psychological support. This guide, along with our Thrive Health and Wellbeing intranet, web, and app pages, is here to help you find the support you need.

Melanie Whitfield, Chief People Officer.

Our NHS People Promise

[Our NHS promise](#) is to improve the experience of working in the NHS for everyone. A huge part of this is protecting your wellbeing by meeting seven core needs:



A compassionate and inclusive culture makes you feel safe, welcome and valued. At UHD we do not tolerate any form of discrimination, bullying or violence. More on page 9.



Being recognised and rewarded shows you that you are valued. At UHD there are lots of ways to say thank you. More on page 6.



Knowing your voice counts makes you feel safe, confident and heard. At UHD you are safe to speak up. We also regularly ask for your feedback. More on page 9.



Being safe and healthy will help you deliver the best possible care. At UHD your health and safety is a top priority. More on page 2.



Learning helps you to reach your full potential. At UHD there are lots of development opportunities. More on page 14.



Flexibility protects your wellbeing outside of work. We offer flexible working patterns and support you if you need time off. You can find our [flexible working policy](#) on the intranet under HR Policies.



Being a team makes you feel supported and united. We are Team UHD.

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If you are reading a printed version of this guide, visit www.uhd.nhs.uk/wellbeing-guides to read the online version. It includes links to resources and services. To access intranet links, the guide must be viewed on a Trust device.

Ask

Assess

Assist

Health and wellbeing check-in

You can request a confidential check-in with your manager and work together to create a personal wellbeing plan. This involves identifying areas in which you need support, workplace adjustments and flexible working requirements. Visit www.uhd.nhs.uk/check-in to find out more.

Protecting yourself

Protecting yourself, your colleagues, our patients and your families from viruses is vital. Our patients are often more vulnerable to infection and cannot fight the infections that healthy people can. Being healthy does not stop you from catching or spreading viruses. Even if you do not feel unwell, you can still infect other people. Visit the [infection control](#) intranet pages for the full guidance.

Follow these steps to protect yourself and others:



Get vaccinated

Search '[flu jab](#)' on the intranet or at www.uhd.nhs.uk to find out how to get yours. The flu vaccine is needed yearly. It lowers your chance of becoming ill or needing hospital care. The vaccine cannot give you the flu. Side effects like mild fever or sore arm do not last long.



Wash your hands

Hand hygiene is essential to preventing the spread of viruses. Always wash your hands with soap and water after using the toilet and before eating. Always carry alcohol hand rub with you. Follow the UK Health Security Agency steps for [hand washing](#) and [how to handrub](#).



Personal Protective Equipment

Make sure you are following the correct guidance for PPE. You must be bare below the elbows in any clinical area. Only wear gloves if you are at risk of exposure to blood or bodily fluids, chemicals, known or suspected infectious patients, or outbreaks.

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Staff care package



Mental health

- Psychological Support and Counselling service
- Occupational health
- Time Immediate Meet
- Trauma Risk Management
- Full list of support



Physical health

- Occupational health
- Staff physiotherapy
- Free NHS Health Checks
- Be Active
- Health Passport



Financial health

- Financial wellbeing support
- Community food support



VivUp

- Telephone counselling
- CBT workbooks
- Debt advice
- A free 24/7 helpline: 0800 023 9324



Health and Wellbeing Champions



Psychological support and counselling



Totally confidential
staff only service.



Self-refer [here](#) or
use the QR code.



**Psychological
assessment,**
face-to-face
support, counselling
and trauma therapy.
Help with stress,
anxiety, low mood
and poor sleep.



**Consultant clinical
psychologist,** BACP
accredited counsellors,
and specialist
psychological support
practitioners.



[Download our poster](#)
and display it in your
area to make sure your
colleagues know they
can talk to us.



Specialist support
for work-related
stress, burnout,
post-traumatic
stress disorder, and
returning to work
from long-term
sickness absence.

Are you struggling to cope?

If you or a colleague are feeling extremely distressed, despairing, or suicidal and need immediate support, please contact one of these services. Further guidance for anyone supporting a staff member in crisis can be found at www.uhd.nhs.uk/mental-health.



Dorset Connection
0800 652 0190

Crisis helpline for advice and support.
This helpline is also for friends or
family members.



Text 'SHOUT' to 85258

Free, confidential, anonymous text
support service providing
crisis support.



116 123

Crisis support to anyone struggling
to cope or feeling suicidal.



www.stayalive.app

Information and tools to help you
stay safe in a crisis.



**Phone your GP surgery
or visit 111.nhs.uk**

Request an emergency appointment.

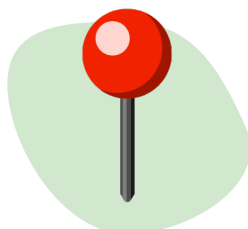
Staff MSK Therapy Service (Musculoskeletal Therapy)



Totally confidential
award winning staff
therapy service.



Free face-to-face
personalised
assessment and
treatment plans.



Available on-site
at Poole and RBH.



Self-refer [here](#) or
use the QR code.



Specialist support
from highly trained
MSK therapists.



Flexible
appointments
available during the
working day.

Occupational Health (OH)

Our mission is to prevent work-related illnesses and injuries, promote health and safety, and support employees with health issues so they can stay at or return to work. **Visit the [OH intranet pages](#) for more information.**

Please ensure your routine and occupational vaccinations are up to date. We can advise on any workplace-specific vaccinations.

If you think you have been in contact with someone who has a contagious illness, inform your manager and OH right away.

If you have a health condition and need support at work to do your job safely and effectively, please talk to your manager and discuss a referral to OH for expert advice.

Free NHS Health Checks

**NHS
HEALTH
CHECK**

Are you aged 40-74? You may be entitled to a free NHS Health Check at UHD. As we get older, we have a higher risk of developing conditions like high blood pressure, heart disease or type 2 diabetes. Your free NHS Health Check can spot early signs and help prevent these happening to you.

Please read the eligibility criteria before booking your appointment.



Visit www.uhd.nhs.uk/physical-health to book an appointment at UHD and check dates for LiveWell Dorset's public events.

Confidential financial wellbeing support

There is a wide variety of confidential financial wellbeing support available. Visit www.uhd.nhs.uk/financial-health for more support.



Impartial guidance on debts, credit questions and managing your money in uncertain times. Free budget planning tool. Information on cost of living support organisations. www.moneyhelper.org.uk/en
NHS telephone support: 0800 448 0826
WhatsApp: 07701 342 744



Sign up to our Employee Assistance Programme for free 24/7 online debt advice to help you manage your finances. VivUp.co.uk also has links to free impartial help, advice and tips for reducing your utility bills, managing money, dealing with debt and support for tackling these problems in emergency situations.



Cost of living advice and support from the local Citizens Advice service including food, energy, housing and debt.
www.citizensadvicebcp.org.uk/cost-of-living



Support if you are struggling to pay for food. Visit www.bcpCouncil.gov.uk and search 'access to food' for details on how to confidentially access local food banks.



Benefits calculator, grants search and PIP helper tools to help you check what benefits you are entitled to and which grants you can apply for. www.turn2us.org.uk



The power of a thank you

Making others feel valued and respected has a big impact. It can reduce stress and improve wellbeing. A simple 'thank you' can make someone's day better and start a wave of kindness and gratitude.

You could use our Thank You Postcards to send a hand-written note to a colleague. Email uhd.organisational.development@nhs.net to order some postcards for your ward / department.

Our UHD Staff Awards will be returning in 2026. Look out for information on how to nominate your colleagues across our communications channels.



Support your mental health and wellbeing with our Employee Assistance Programme (EAP)

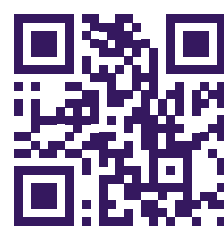
Whether you're facing problems at work or at home, you can access impartial, confidential advice from qualified counsellors for a range of different issues



A telephone helpline available
24/7, 365 days a year

Simply call
0800 023 9324

free from any
standard UK landline
or mobile.



SCAN ME

Resources include:



Telephone
helpline



Debt and
financial advice



Downloadable
self-help workbooks



Podcasts,
blogs and more

Health and Wellbeing Champions

UHD has a network of Health and Wellbeing Champions who play a significant role in supporting their colleagues mental health, promoting social wellbeing and inclusion and helping their colleagues to be fit and healthy at work. They are responsible for ensuring their colleagues' wellbeing needs are heard and sharing wellbeing resources and messages.



Find out more [here](#).



Connect

Good relationships are important for our health and wellbeing. They help to build a sense of belonging, provide opportunities to share positive experiences and facilitate emotional support.

Staff networks

Our networks play an important role in creating an inclusive, supportive, and welcoming culture. Network group meetings are a safe space to discuss challenges and progress. Networks also provide opportunities for development.

All staff are welcome to join our networks as a member or ally. Search '[staff networks](#)' on the intranet to find out more.

People and Culture Champions

People and Culture Champions provide feedback to management on behalf of colleagues to develop and support a positive culture at UHD. Look out for staff wearing this badge and say hello!



Living Libraries

Living Libraries bring people together, challenge stereotypes and raise awareness of our lived experiences. They are a safe space for conversations to support colleagues, share best practice and use the power of conversation to positively challenge prejudice or discrimination.

Visit nhslibraryuhd.co.uk/living-libraries to borrow a book.



Racism and discrimination

As part of our promise to protect your health and safety, we have created Anti-Racism guides to help you:

- navigate incidents of racism or discrimination,
- feel confident about raising concerns
- identify and address inappropriate behaviour.

Go to www.uhd.nhs.uk/anti-racism to download the guides.



Behaviour and sexual safety



Our [Team UHD Behaviour Charter](#) sets out the behaviours you should expect from your colleagues. It also has guidance on how to recognise poor behaviour, respond to it, and report it.

The [sexual safety policy](#) sets out how any member of staff who has experienced inappropriate, harmful sexual behaviours at work will be supported. It also explains how the incident dealt with seriously, sensitively and efficiently. You can find the policy on the intranet under HR Policies.

You are safe to speak up

You can speak up to...

- Your line manager
- The quality and safety team
- Your clinical supervisor
- Your tutor
- Our chaplains
- Our staff governors
- Senior managers

You can also speak to FTSU



uhd.FreedomToSpeakUp@nhs.net



0300 019 4220



Anonymously via the @UHD app

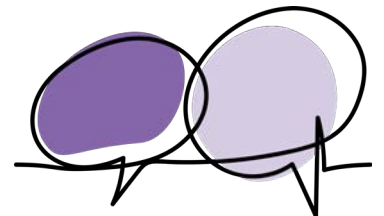
Supporting you
to raise concerns

Freedom to speak up



You have a voice that counts

We use surveys to check in with you and make sure that we are supporting your health and wellbeing. Your feedback can highlight areas where staff feel disengaged or unhappy. We can use this to create change and make UHD a great place to work for everyone. Tell us how you feel by filling in the annual NHS Staff Survey and quarterly People Pulse survey. Visit the [staff engagement](#) intranet pages to find out more.



We each have
a voice that counts



There are eLearning modules on your BEAT VLE on a range of topics, including speaking up.

Where to find support

You can access wellbeing support on the UHD intranet, website and @UHD app.



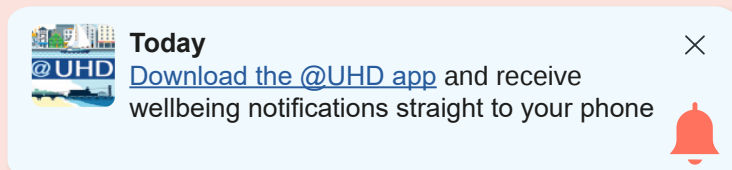
Scan me to visit our web pages. →



If you are unsure where to access support, please ask your manager to show you. Our RBH and Poole Hospital libraries have computers which are available to staff 24/7.



Screensavers



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Look out for our badge across all of our communications channels to stay up to date with events, offers and resources.



To All staff

Subject Your Staff Bulletin

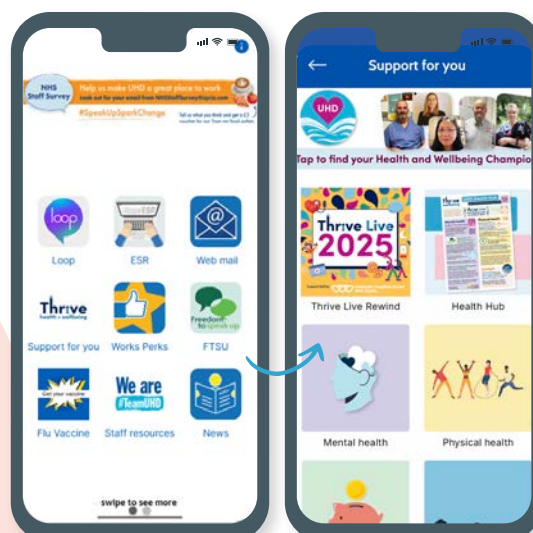
To do: Get your jobs!

Now is the time to protect yourself and those around you from the illnesses that impact our community and put pressure on our hospitals. There is still plenty of opportunity to get vaccinated by our UHDefenders in our Occupational Health clinics or departments across UHD. All staff are welcome to attend all clinics. Click [here](#) to see the full list and find the most convenient clinic for you. Please remember to bring your NHS number.

Is your team protected yet? Click [here](#) to view the latest vaccination report.

IMMUNITY
IS OUR
SUPER POWER

Intranet
sliders

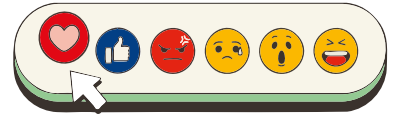


Our wellbeing offers are also for members of our bank community.

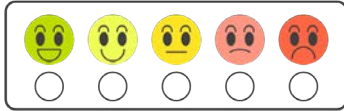
For further support, email uhd.temp.staffinguhd@nhs.net or call 0300 019 4219 / 2183.



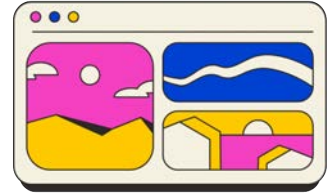
Protecting your wellbeing online



Social media can help us connect, share our interests, stay up-to-date and get support. But it isn't always a positive space. Incorrect information, distressing content and unrealistic representations of life can affect our self-esteem, give us anxiety and impact our mood. Spending too much time online can disrupt our sleeping patterns and take us away from our lives offline. The NHS is also a big talking point online and reading negative comments can be upsetting. Here are some tips and advice to help you protect your wellbeing on social media:



Check your mood. How are you feeling? Will social media make you feel better or worse?



Have a positive purpose. Try to find information, inspiration and connection. Avoid doomscrolling or comparing yourself to others.

Curate your feed. Follow accounts that inspire you and make you feel good. Unfollow accounts that make you feel bad.



Think before you post. Would you say it in person? Only share positive content and messages. Try not to engage in arguments. Remember what you say can be read by everyone. Be kind.



Create a community. Check your privacy settings. Make sure your followers are people you trust. Block accounts you don't know and ones with negative content.



Take regular breaks. Turn off push notifications and set time limits. Spend time away from your phone doing things you enjoy.

You can find more tips, advice and support at the links below:

giveusashout.org - search for 'social media'

mind.org.uk - search for 'mental health online'



Health Passport

Staff with a hidden or visible disability can use a [health passport](#) to disclose information in a supportive and confidential setting. Find it in the 'Physical Health' section of our Thrive Health and Wellbeing intranet and web pages.

TRiM

[TRiM \(Trauma Risk Management\)](#) is a peer led approach to supporting UHD staff who have been through a traumatic event at work. [Request TRiM](#) under 'T' on the intranet.

Stress at work, menopause and other policies to support your wellbeing can be found under HR Policies on the intranet.



Thrive Live <Rewind

If you missed any of our Thrive Live Health and Wellbeing Fair talks, you can catch up now. Visit www.uhd.nhs.uk/thrive-live to watch the videos, including:



Winter immunity

Discover ways to boost your immunity and support your wellbeing during winter, through nutrition, exercise, light exposure and tools to prevent seasonal burnout.

Understanding burnout

This session discusses burnout in the context of NHS work and teaches evidence-based strategies to manage stress and prevent burnout.

Support and guidance for financial wellbeing

Managing money can feel overwhelming, but you don't have to face it alone. Financial confidence starts with the right support. This webinar explores trusted tools and resources to help you take control of your finances.

What is neurodiversity and why does it matter?

This talk explores how to create workplace environments where everyone can thrive. It also discusses reasonable adjustments and how to access them.

Move well, feel better (exercise for menopause)

Learn how hormonal changes can affect strength, energy, recovery and physical performance. Discover how to adapt your training to support bone health and muscle maintenance and how to manage common symptoms.

Supported by



University Hospitals Dorset
NHS Charity

Winter food offer

As a thank you to you for working during the busy winter period, we are giving all staff a free food offer each month until March 2026.

You will be emailed a QR code every month, which you can redeem at our Trust-run food outlets.

Offers will be available while stocks last. Thank to our UHD Charity for funding this wellbeing offer.



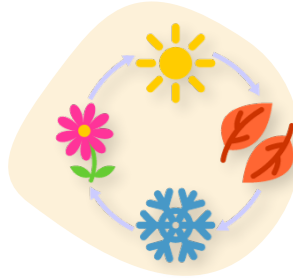
Feeling SAD? (Seasonal Affective Disorder)

What is SAD?



A form of depression that comes on when days shorten and exposure to natural sunlight is reduced.

What causes it?



The exact cause is uncertain but it is associated with low vitamin D levels, seasonal variations in production of brain chemicals and increased sensitivity to melatonin.

What are the symptoms?



Symptoms include tiredness, general slowing down and overeating or weight loss. Emotional symptoms include tearfulness, low self-esteem, depression and social withdrawal.



If you recognise these symptoms, speak to your GP or self-refer to our [PSC service](#). There are also some things you can try at home...



Get outside for natural sunlight.



Try coaching, courses, counselling or therapies from VivUp.co.uk, Steps2Wellbeing.co.uk, or TheYouTrust.org.uk.



Take a vitamin D supplement.

Public Health England recommends that from October to March everyone should consider taking a daily supplement containing 10 micrograms (400units) of vitamin D.

Don't forget staff get a 10% discount at the Boots stores in our hospitals when you show your ID badge.



Balance your diet with plenty of fruit and veg.



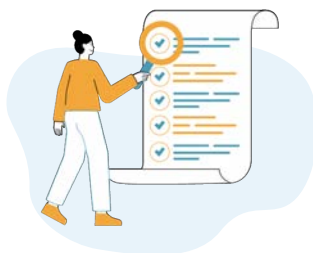
Follow the NHS 5 steps to wellbeing. Visit www.nhs.uk and search '5 steps'.

Your development

Resources and workshops to support your development and working relationships. To find out more go to 'O' / 'Organisational Development' on the intranet.



+



Team development

Browse our resources, guidance and tips to help you recognise your purpose, identity and potential within your team.



NHS South West Leadership Academy

Opportunities to support your leadership development.

Leadership Fundamentals

This introduction to the principles of compassionate and inclusive leadership is aimed at first time and aspiring leaders.



Feedback Skills

Develop the skills, knowledge and motivation to give positive and developmental feedback.

Coaching and mentoring

This page has information about leadership coaching, express coaching and accessing external coaches. Mentoring is a valuable tool to support your learning and development through guidance, advice, sharing experiences and signposting.



Navigating change

This eLearning is for all staff. It will help you to understand reactions to change and develop strategies to support yourself and others.

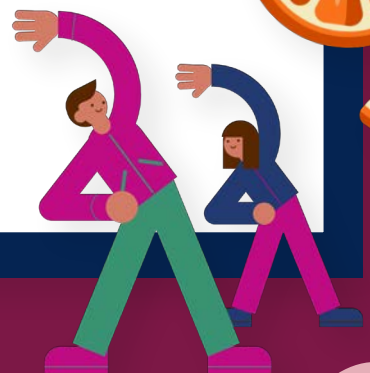
Ready2Step is UHD's dedicated careers service. Email uhd.ready2step@nhs.net and the team will be in touch to help you get started on your development journey.



Resilience is your ability to recover quickly from and adapt to adversity. Building your resilience will help you maintain your wellbeing in the face of stress, trauma, or hardship. Read the 10 tips for building resilience at www.uhd.nhs.uk/mental-health.

Checklist

- ☒ Prioritise your health and wellbeing.
- ☒ Protect yourself from viruses.
- ☒ Explore the support available to you.
- ☒ Find out who your team's health and wellbeing champion is.
- ☒ Take regular breaks and annual leave.
- ☒ Request a confidential health and wellbeing check-in.
- ☒ Connect with your colleagues.
- ☒ Keep up to date with all things health and wellbeing on our intranet, web and app pages.



♥ 64 💬 83