

# Thrive wellbeing

**NHS**

University Hospitals Dorset  
NHS Foundation Trust

## Winter Wellbeing 2023/24

Your guide to winter health  
and wellbeing at UHD





## Siobhan Harrington Chief executive

“Thank you for your commitment to delivering excellent patient care. Your health and wellbeing is important to us. Mental, emotional, physical and financial health all contribute to your wellbeing. Having a strong sense of wellbeing can help us overcome difficulties and achieve our goals in life.

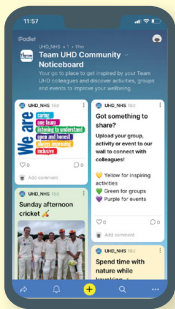
“If we don’t look after ourselves and our colleagues, we cannot deliver safe, high quality patient care. Please use this resource to help guide you and your colleagues through the challenges of winter.”



## Sorcha Dossit Health and wellbeing lead

“Winter can be hard. Cold dark days and demanding work pressures can have a negative impact on our health and wellbeing. Wellbeing is personal to every one of us. We have created this guide to help you nurture and protect your health and happiness this winter.”

## Connect with your colleagues



### UHD community noticeboard

Discover and share activities, groups and events to improve your wellbeing. Browse posts from your colleagues featuring walking football, cold water swimming, kayaking and more!



You can find the noticeboard on the wellbeing pages of the @UHD app, intranet, website or by scanning this QR code.

### Staff networks

Our networks play an important role in creating an inclusive, supportive, innovative and welcoming culture for our staff. Network group meetings are a safe space for staff to discuss challenges and progress, and also provide opportunities for self and team development. Take a look at our [staff network pages](#) to find one that is right for you!



# Psychological support and counselling (PSC) service for UHD staff



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, 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 [here](#).



**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](http://www.stayalive.app)**

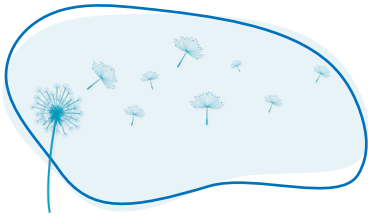
Information and tools to help you stay safe in a crisis.



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

Request an emergency appointment.

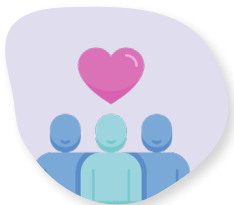
# Support for you



## Staff bereavement support group

A safe space which offers support following bereavement and loss. Upcoming meeting dates are shared across our communications channels.

 **StaffBereavementGroup**  
**@uhd.nhs.uk**



## Spiritual and pastoral care

Our chaplaincy team are here to ensure that your faith needs are respected, provide a friendly listening ear and offer support.

 **chaplaincy@uhd.nhs.uk**



## Raising concerns or issues

We have two FTSU guardians, Helen Martin and Tara Vachell. We also have a team of ambassadors. You are safe to speak to us.

 **FreedomToSpeakUp@uhd.nhs.uk**

 **0300 019 4220**



## Occupational health

Support service for all staff with health and wellbeing concerns. Your managers can refer you to the service for an appointment with a specialist occupational health nurse/physiotherapist or doctor who can help to guide and support you.



## Staff musculoskeletal physiotherapy service

Service providing specialist assessment, treatment and advice. Self refer at [OH portal](#).



## Health and wellbeing check-in

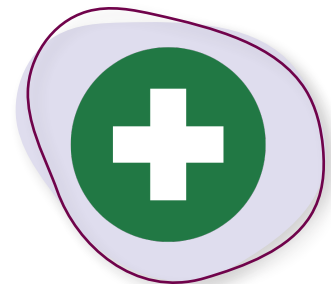
You can request a confidential [Health and Wellbeing Check-in](#) with your manager and work together to create a personal wellbeing plan. This involves identifying areas in which you need support, workplace adjustments and flexible working requirements.



## TRiM

[TRiM \(Trauma Risk Management\)](#) is a peer led approach to supporting UHD staff who have been through a traumatic event at work. The primary point of contact to assess support needs, coordinate a response and plan the intervention needed is:

 **coordinated.support**  
**@uhd.nhs.uk**



## Mental health first aid

Our trained [Mental Health First Aiders](#) can spot the signs and symptoms of mental ill health and provide help, reassurance and signposting.

# Where to find support

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



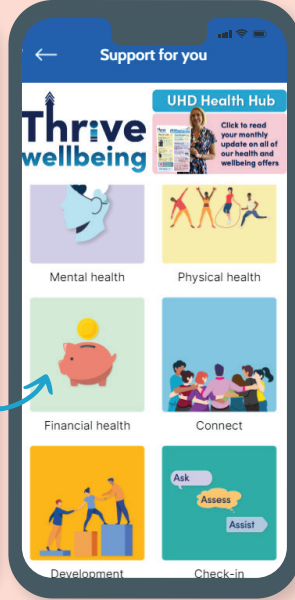
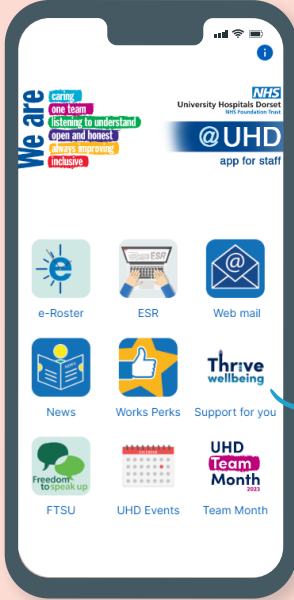
Look out for our badge across all of our communications channels to stay up to date with events, offers and resources.



Scan me to see the wellbeing resources on our UHD website, including this guide.





Intranet sliders



Screensavers



Social media

**Today**  Download the [@UHD app](#) and receive wellbeing notifications straight to your phone 

Members of our bank community are able to access all of our wellbeing offers. Clinical link advisor, Mandy Macfarlane, is here to support our bank workers. Contact Mandy directly for support clinically or pastorally. Mandy can be contacted through temp staffing [here](#).



# Confidential financial wellbeing support

Our aim is to help staff understand and access the wide variety of confidential financial wellbeing support available. Download the below poster [here](#).



Impartial guidance on debts, credit questions and managing your money in uncertain times. Fee budget planning tool. Information on cost of living support organisations. [www.moneyhelper.org.uk/en](http://www.moneyhelper.org.uk/en)  
**NHS telephone support: 0800 448 0826**  
**WhatsApp: 07701342744**



Our financial wellbeing partner has created the G.U.I.D.E (Groceries, Utilities, Insurance, Debt, Energy) to help you navigate the increasing cost of living. They also offer NHS loans, salary advances, free webinars and a free financial fitness calculator. [www.salaryfinance.com](http://www.salaryfinance.com)



Let's Talk

Money

Advice and support from the Citizens Advice service about debts, rent arrears, claiming benefits or general finance. [www.citizensadvicebcp.org.uk/campaigns/letstalkmoney](http://www.citizensadvicebcp.org.uk/campaigns/letstalkmoney)  
**Telephone support: 01202 985104**



Access to Food Map



BCP's new app to support you if you are struggling to pay for food. Visit [www.bcpCouncil.gov.uk](http://www.bcpCouncil.gov.uk) and search 'access to food map' for details on how to confidentially access local food banks and download the app.



Support and educational tools tailored to NHS staff aimed at helping you make the most of your money, deal effectively with debt and plan for the future. Visit [wellnet.dorset.nhs.uk](http://wellnet.dorset.nhs.uk) and search financial wellbeing.



NHS staff can register online to benefit from national and local retailer discounts including days out, fashion, gifts and more. [www.bluelightcard.co.uk](http://www.bluelightcard.co.uk)



NHS staff can purchase a membership to access discounts on home items, groceries and electronics in local warehouses and online. [www.costco.co.uk](http://www.costco.co.uk)



## Know your numbers

Keep an eye out in the restaurants at RBH and Poole Hospital for our health kiosks, returning in January. The kiosks carry out a 'Health MOT' by testing key indicators of general health and wellbeing including blood pressure, heart rate and BMI. You will receive a personal confidential printout of results.



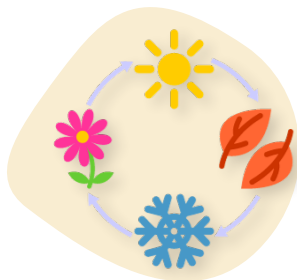
# Feeling SAD? (Seasonal Affective Disorder)

## 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 you may wish to speak with your GP but there are also some things you can try at home...**



**Get outside for natural sunlight.**



### **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.



### **Balance your diet with plenty of fruit and veg. [Five a Day Greengrocer](#)**

sell fresh fruit and vegetables at our hospital sites. Staff can enjoy a 10% discount with cash payments. Home delivery also available.

Find them at RBH on Wednesdays in the west entrance and at Poole on Fridays in the dome.

**Try coaching, courses, counselling or therapies** such as [Steps2Wellbeing](#), [WellNet](#), [You First](#), [Be Mindful](#).



# Health and wellbeing champions

UHD has a network of [health and wellbeing champions](#) who play a significant role in supporting your mental health, promoting social wellbeing and inclusion and helping you to be fit and healthy at work. They are responsible for ensuring your wellbeing needs are heard and sharing wellbeing resources and messages with you.

## Does your team have a health and wellbeing champion?



Do you know who they are, how to contact them and what their role is?

Could you become your team's health and wellbeing champion? [Find out more about the role and how to apply.](#)



1. Look out for [this poster](#) in your area. It should have a photo of your health and wellbeing champion and their contact details.
2. Ask at your next team meeting.
3. Ask at your next health and wellbeing check-in.

Look out for colleagues wearing the health and wellbeing champion badge.



## Top tips from health and wellbeing champions



**Get to sleep** in 2 minutes with the [Military Sleep Method](#).



**Save money** if you wash your uniform at home by claiming back the tax. Register at [www.gov.uk](http://www.gov.uk).

**Save cash, stay warm** by heating the human not the home. Find this and more tips on [MoneySavingExpert.com](http://MoneySavingExpert.com).



**Take a break.** If you work more than six hours in a row, you are entitled to a rest break of 20 minutes. This can help you to refocus, reduce injury, improve creativity and reduce stress. Take breaks away from your working area where possible.



**Try a Digital Detox** to free up your time, reduce stress, and improve your social and family interactions.

**Get moving.** Activity is a great way to keep well in winter. Just thirty minutes a day can improve your mood, strengthen bones, boost energy, reduce body fat and improve your heart health. For inspiration visit your [Team UHD community noticeboard](#).





# 5 steps to wellbeing

Following these steps could help you feel more positive and improve your mental health and wellbeing. If you can't do all five, just one can make a difference!



## Connect

**Good relationships help you build a sense of belonging and self-worth, give you an opportunity to share positive experiences and provide emotional support.**

You could take time each day to be with your family, arrange a day out with friends or have lunch with a colleague.



## Be active

**Get up and get moving. Physical activity has lots of benefits which can positively impact your mood such as improving sleep and helping to manage stress.**

You could get outdoors and be active in nature, try yoga or pilates or even dance along to your favourite playlist.



## Learn

**Learning new skills boosts self confidence by helping you to build a sense of purpose and connect with others.**

You could learn to cook something new, take up painting or take on a new responsibility at work. The important thing is to remember there is no pressure to be perfect. It's the learning that matters.

## Give



**Acts of kindness can create positive feelings, give you a sense of purpose and help you connect with others.**

You could say thank you, volunteer in your community or offer to help a friend or relative with a project or problem.

## Take notice



**Paying more attention to your present thoughts and feelings, your body and the world around you can positively change the way you feel about life and how you approach challenges.**

You could try practicing mindfulness, meditation or simply take a moment every day to consider your feelings and surroundings.



Our monthly UHD Health Hub is published on the intranet, UHD website, @UHD app, screensavers and noticeboards.



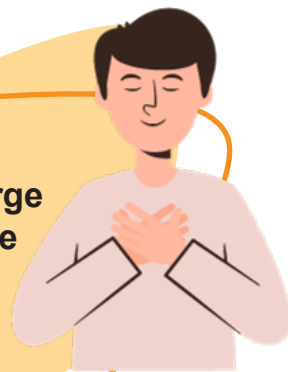
# 10 ways to build your resilience

**Look after your physical and mental health**



**Self-care**

it's how you recharge not how you endure



**Be honest**

with yourself and others. There are going to be challenges, it's how you deal with them that counts.



**Remember what makes you special**

and the unique contribution you make to the world.



**Choose your battles**

Don't sweat the small stuff!



**Learn from mistakes, move forward**



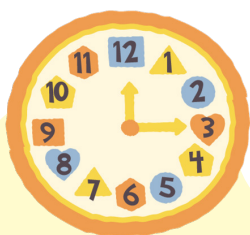
**Remember**

people who have the potential to wear you down have good intentions...find out what they are.



**Maintain perspective**

The situation might be bad now, but it won't be forever. Give it time.



**Have a network of supportive people**

to give a listening ear when things get tough.



**Celebrate**

your achievements, how ever small!



# Your development

Resources and workshops to support your development and working relationships



## Mentoring

A valuable tool to support your learning and development through guidance, advice, sharing experiences and signposting.



## Leadership Fundamentals

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



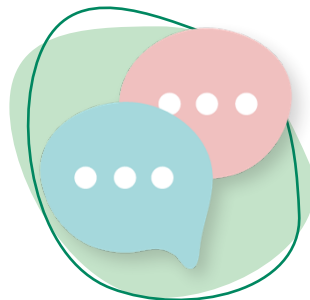
## Building effective teams

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



## Feedback Skills

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



## Leadership Coaching

Register for a coach on our [MyeCoach platform](#). To book onto any of our UHD workshops, visit our [intranet pages](#).



## Join our UHD network of qualified, accredited coaches

and support colleagues in their personal and professional development.



## Express coaching

Focused short-term support to explore work-based challenges in a self-directed and constructive way.



## NHS South West Leadership Academy

Opportunities to support your leadership development.

Please contact organisational development for more information on any of the above offers.

 [organisational.development@uhd.nhs.uk](mailto:organisational.development@uhd.nhs.uk)

# Checklist



**Thrive**  
wellbeing

- Request a confidential health and wellbeing check-in.
- Keep up to date with all things health and wellbeing via UHD Health Hub.
- Take regular breaks and planned leave.
- Connect with your colleagues.
- Find out who your team's health and wellbeing champion is.
- Make yourself aware of the support available to you.
- Prioritise your own health and wellbeing.

