

Winter Wellbeing 2024/25

Your guide to winter health
and wellbeing at UHD



View online



We are
#TeamUHD



See our
patients sooner



Be a great
place to work



Improve patient
experience,
listen and act



Save lives,
improve
patient safety



Use every NHS
pound wisely

Sarah Herbert

Chief Nursing Officer

"Firstly, thank you to all of you for working hard to ensure we continue to provide excellent care to our patients through the difficult winter months. We cannot look after others unless we look after our own wellbeing. Taking time to rest is so important. Please make sure you use your annual leave and take your breaks throughout the day, ideally away from your working area."



Winter is an extremely busy time in the NHS, but it should never impact your own health. If you have any concerns around work pressures, it's important you escalate these to your manager who should work with you to create a [personal health and wellbeing plan](#).

For our colleagues who have joined us from far away, the festive season can be a difficult time to be separated from family and friends. This makes being one Team UHD family even more important. So please look out for each other, lead with kindness and make an effort to connect with your colleagues. When we pull together we are able to provide compassionate care to our patients and make a positive difference in each other's lives.

If you are struggling, please remember there is lots of help out there. Whether it's a coffee and a chat with a health and wellbeing champion or specialist psychological support, you can find information in this guide and on our Thrive Wellbeing intranet, web and app pages."

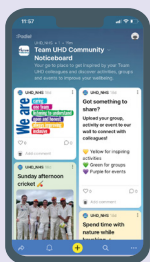
Connect

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, 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.

All staff are welcome to [join our networks](#) as a member or ally.



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!



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 personal conversation to positively challenge prejudice or discrimination.



Your care package



Occupational Health

Support service for staff with health and wellbeing concerns. Your managers can refer you for an appointment with a specialist Occupational Health Nurse / Physiotherapist or Doctor who can help to guide and support you. Find [more information](#) under 'O' on the intranet.



Staff Musculoskeletal Therapy Service

Find [more information](#) on page 5 of this guide and under 'M' on the intranet.



VivUp

All UHD staff can access free support, counselling, debt advice and more from VivUp. Sign up at vivup.co.uk to view the full range of services.

Psychological Support and Counselling Service



This service is here to support you with stress, and mental health related symptoms and difficulties that affect your wellbeing at work. We provide assessment, intervention, referral, and signposting to promote the emotional and psychological wellbeing of all staff. Find [more information](#) under 'P' on the intranet and on page 4 of this guide.

 psychological.support@uhd.nhs.uk

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



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

Helen



Tara



Thrive Wellbeing

All of the support detailed here and more can be found on our Thrive Wellbeing intranet, app and web pages. Take a look at page 9 for details on how to access them.



Psychological Support and Counselling Service for UHD staff



Totally confidential
staff only service.



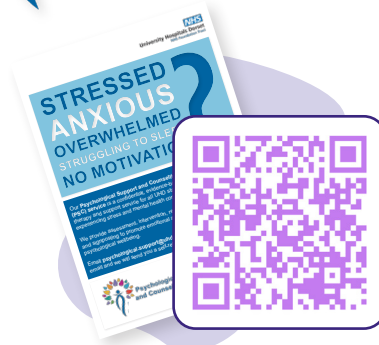
Self-refer [here](#) or
use the QR code.



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,
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/careers/wellbeing/mental-health/psc



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 (Musculoskeletal) Therapy Service



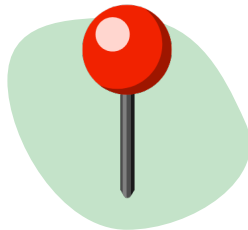
Totally confidential
award winning staff
therapy service.



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



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



Available on-site
at Poole and RBH.



Flexible
appointments
available during the
working day.



Specialist support
from highly trained
MSK therapists.

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

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.

Scan the QR code or click [here](#) to book an appointment at UHD.



**NHS
HEALTH
CHECK**

Confidential financial wellbeing support

Our aim is to help staff understand and access the wide variety of confidential financial wellbeing support available. Visit www.uhd.nhs.uk/careers/wellbeing/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.



Registered charity founded by healthcare workers for healthcare workers, providing financial support and counselling. Visit www.healthcareworkersfoundation.org to apply for a £250 cash grant.



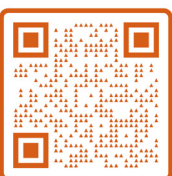
Our charity partner offers advice, signposting, referrals to specialist services, one-off grants and rapid emergency funding for nurses, registered nursing associates, midwives and maternity support workers. www.cavell.org.uk/get-support
Telephone support: 01527 595 999



Benefits Calculator, Grants Search and PIP Helper tools to help you check what benefits you are entitled to and what grants you can apply for. www.turn2us.org.uk



Thrive Live <<Rewind



The seminars, webinars and guidance sessions from our UHD wellbeing fair are available for all staff to [watch any time online](#).



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.



Use [this directory](#) to find one in your area.

If you can't find one, be one! [Sign up here.](#)



Have you heard The People Pod?



Our [UHD podcast](#) delves into the untold and inspiring stories of the people at the heart of our hospitals - you.

Listening is a great way to feel more connected to your colleagues as they share their story about their work or home life, challenges they have overcome or their moving experiences.



Top tips from health and wellbeing champions



Get vaccinated

Details on Covid-19 and flu [staff vaccination clinics](#) can be found on the intranet. Vaccinations protect you and our patients from viruses. Immunity is our superpower.



Use a 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 Wellbeing pages.



Moments For Movement

The aim of Mental Health Awareness Week was to help you find moments for movement in your daily routine. Our [BeActive Bingo competition](#) may have ended, but you can still use the ideas, tips and videos to inspire you to get moving!

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, and provide emotional support.



Be active

Physical activity has lots of benefits such as improving sleep and helping to manage stress.



Learn

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

Give

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



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.



The power of a thank you

Our new [Thank You app](#) is a quick and easy way to share your appreciation and recognise the positive work of colleagues. You can access Thank You through the UHD app or intranet, just look out for the icon.

Saying thank you can have a big impact on your colleagues, making them feel valued and respected. Scan the QR code for [more information](#) about the power of saying thank you.



Feeling SAD?

Visit www.uhd.nhs.uk/careers/wellbeing/mental-health for information on Seasonal Affective Disorder including causes, symptoms and helpful tips.



Where to find support

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



Scan me to visit our Thrive Wellbeing 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 →

Thrive
wellbeing

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!

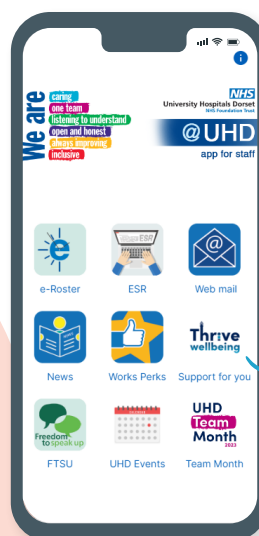
Now is the time to protect yourself and those around you from the illnesses that impact our community and put pressure on our hospitals. There is still plenty of opportunity to get vaccinated by our UHDefenders in our Occupational Health clinics or departments across UHD. All staff are welcome to attend 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 →



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. Email Temp.StaffingUHD@uhd.nhs.uk or call 0300 019 4219 / 2183.



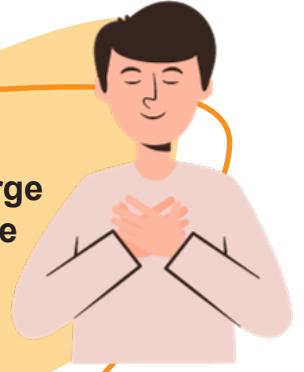
10 ways to build your resilience

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!

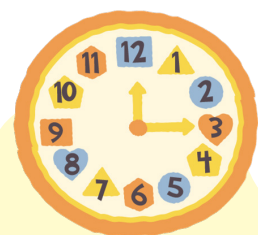


Learn from mistakes, move forward



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. Find these offers on the intranet under 'L' / 'Leadership'.



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.



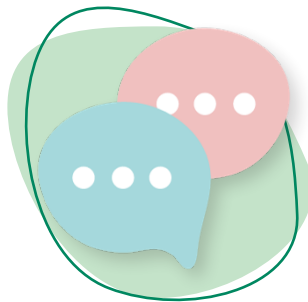
Building effective teams

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

Checklist

Thrive
wellbeing



Prioritise your own health
and wellbeing.



Make yourself aware of the
support available to you.



Find out who your team's health
and wellbeing champion is.



Take regular breaks and planned leave.



Request a confidential health
and wellbeing check-in.



Connect with your colleagues.



Keep up to date with all things health
and wellbeing via UHD Health Hub.

