

East of England Region Health and Wellbeing & COVID-19 Recovery Support Update

3rd November 2020

NHS England and NHS Improvement



Health and Wellbeing: Offers to NHS East of England

- This pack details current offers to support employee wellbeing
- Please feel free to share wider to highlight the offers of support that colleagues can benefit from.
- The pack includes offers of:
 - Updates from regional Staff Experience and Wellbeing Team
 - Psychological Wellbeing Offers – national counselling, mental wellbeing, staff support and bereavement services
 - Ideas to support your own wellbeing
- Other NHS staff wellbeing offers with discounts and can be accessed via:
<https://www.england.nhs.uk/coronavirus/nhs-staff-offers/>

Updates from the Regional Team

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NHS England and NHS Improvement



Spotlight on...Financial Wellbeing

NHS England and NHS Improvement have teamed up the Money Advice Service, an organisation who works to improve people's financial wellbeing across the UK, to provide colleagues with free and independent financial support. We have a variety of offers that you are able to engage with personally or signpost colleagues to who may need this support:

Financial Wellbeing Facts

#1

COVID-19: Some have benefitted & some are worse off

33% saved more
16% saved less
51% have had no change in their savings habits

Prosperers and Planners are 2.6 times more likely to be saving than Strugglers and Copers.

#2

Poor financial wellbeing is significantly costing UK organisations

The cost of poor financial health related to areas such as presenteeism, absenteeism and retention equates to 13-17% of payroll costs

#3

Money worries remain at the top of the list

26% of UK employees are worrying about money on an ongoing basis.

This far outweighs worries about career (22%), health (18%) and relationships (14%).

#4

Most demographics don't make a difference to financial wellbeing (but some do...!)

Black women are nearly 3 times more likely to be suffering from low financial wellbeing than white men.

#5

Employees in high-level, well-paid positions are susceptible to low financial wellbeing

33% of C-suite executives and 30% of managers are Strugglers and Copers.

Those that earn between £10-30k per annum have almost the same level of financial worries as those earning over £90k per annum (27% vs 24%).

#6

Poor mental health & poor financial health continue to go hand-in-hand

Those that have poor financial wellbeing are:

3.7x more likely to be suffering from anxiety
5.3x more likely to be feeling depressed and finding it hard to carry on with daily life.

#7

Providing financial assistance to loved ones is putting increasing strain on those with poor financial wellbeing

Strugglers and Copers are 1.7x more likely to provide financial assistance to loved ones than Planners and Prosperers.

This is despite 24% of them having to borrow money themselves to help others.

#8

What financial help employees want depends on their financial wellbeing

Strugglers and Copers are 3x more likely to want help from their employer to pay bills than Planners and Prosperers.

#9

Money is the last great taboo in the workplace. The majority of employees don't feel comfortable talking or asking for help with their finances

81% of employees still don't feel comfortable talking about money at work.

71% of employees don't feel comfortable asking for help with financial matters from their employer

#10

Some employees are considering reducing the amount they're paying into their pension

Strugglers and Copers are 3x more likely to consider reducing the amount they're paying into their pension plan than Planners and Prosperers.

Financial Wellbeing – Quick access to support

If you need **support now**, you can contact the Money Advice Service for free, confidential and impartial money advice by telephone on 0800 448 0826, via WhatsApp to +44 7701 342 744 and via the web chat

1. Support Line: Free and impartial money advice

NHS employees can contact the Money Advice Service support lines in the following ways for free confidential and impartial money advice:



Free-Phone Line

0800 448 0826

Monday to Friday 8am – 6pm
Type Talk: 18001 0800 915 4622



Text WhatsApp

Add **+44 7701 342 744** to your WhatsApp to start a supportive text conversation on debt, credit or pensions guidance



Web Chat

Chat on our online portal via

[Click Here to Access
Online Portal](#)

Financial Wellbeing – Online Resource

For expert advice, links to self help resources and further guidance, please visit the NHS Financial Wellbeing page by following this link - **Online Support**

[More top tools and resources from the Money Advice Service](#)

[Budget Planner Tool](#)

This free Budget Planner puts you in control of your household spending and analyses your results to help you take control of your money. It's already helped hundreds of thousands of people.

[Quick Cash Finder Tool](#)

Use this quick cash finder tool to discover how you could quickly find and save money by simply cutting back on some of your regular spending.

[Debt Advice Locator Tool](#)

If you're struggling with debt, it can be hard to know where to turn. But with lots of free national and local advice services available across the UK, you can use this tool to find help in a way that's best for you.

[Debt and borrowing](#)

For taking control of debt, getting free debt advice, and how to borrow affordably.

[Benefits](#)

Find out what benefits you're entitled to and learn about Universal Credit.

[Budgeting and managing your money](#)

Advice on running a bank account, planning your finances, and cutting costs.

[Work and redundancy](#)

Advice on understanding your employment rights, what in-work benefits you might be entitled to and how to handle redundancy.

[My money](#)

Find loads of bright ideas, money saving tips and step by step recipes for saving money – let My Money help you keep more of your hard-earned cash.

[Help with scams](#)

Advice for spotting, avoiding and recovering from scams.

Financial wellbeing support

the Money Advice Service

The Money Advice Service

We've been working with the Money Advice Service, an organisation who work to improve peoples financial wellbeing across the UK, to provide you with free, independent support. Based on calls to our support lines, we've picked out some of the top tools and resources to help you.

Try the free and impartial money advice telephone support line (Typetalk 18001 0800 915 4622 – available nationally), or their WhatsApp or webchat service:

Financial wellbeing support

Free, independent financial support is available for all NHS colleagues.

Financial Wellbeing – Education & Training

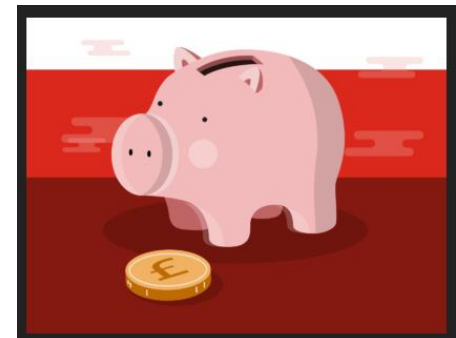
Virtual Interactive Events: Managing Your Money

Join a series of interactive learning conversations on managing your money with experts from the government backed Money Advice Service and partners. We will take you through a range of supportive topics to help you get on top of your finances and/or to help you support others with theirs. The following dates are scheduled and will run Thursdays from **4pm – 5pm**:

- **12 November 2020** - Dreams, goals and financial plans whilst making your money work for you
- **26 November 2020** - Tales of the unexpected, preparing for life's ups and downs
- **10 December 2020** - Planning for your pension

Event access details will be advertised online 48 hours before the event is due to start here: <https://people.nhs.uk/events/category/financial-wellbeing/>

Don't worry if you miss an event. All webinars will be recorded and uploaded to our people.nhs.uk website.



NHS Graduate Management Training Scheme

Are you or do you work with someone who is ready to take the next step towards becoming a future NHS leader and to receive the training and support?

If your answer is yes, please consider applying to the NHS Graduate Management Training Scheme.

The scheme is not just for new graduates, **over 20%** of new trainees who started the scheme in September 2019 came from NHS organisations.

Benefits of the GMTS

- Ongoing mentoring support and training
- Opportunity to gain a fully-funded postgraduate qualification whilst working
- Protected terms on existing contract This means we will protect staff salaries (up to a certain band level), annual leave and pension terms.
- Choice of three preferred areas to complete the scheme but consideration will given colleagues with long established ties to certain areas.
- Nationwide opportunities

For further information

A live event will be held at 11.30-12:30 on 5 Nov, to register please go to

www.graduates.nhs.uk/events

You can also keep up to date by following us on twitter.com/NHSGradScheme and facebook.com/NHSGraduateScheme

Applications open on **12 October** and will close **December 2020** with an estimated job commencement date **6 September 2021**

Adult Social Care Workforce Report

Published October 2020

This report provides a comprehensive analysis of the adult social care workforce in England and the characteristics of the 1.52 million people working in it. Topics covered include: employment information, recruitment and retention, demographics, pay, qualification rates and future workforce forecasts.

To download and review please follow this link [Adult Care Workforce Report](#)

Key Findings

- Estimated turnover rate of directly employed staff working in the adult social care sector was 30.4% - around 67% of jobs were recruited from other roles within the sector
- 7.3% of the roles in adult social care were vacant in 2019/20, equal to approximately 112,000 vacancies at any one time.
- The average number of sickness days was 4.7 in 2019/20, this equates to approximately 6.72 million days lost to sickness over the 12 month period.
- 82% of the adult social care workforce are female, the average age of the workforce is 44 years and 27% of workers are aged 55 and above.
- The majority (84%) of the adult social care workforce were British, 7% (113,000 jobs) had an EU nationality and 9% (134,000 jobs) a non-EU nationality.

The state of the adult social care sector and workforce in England

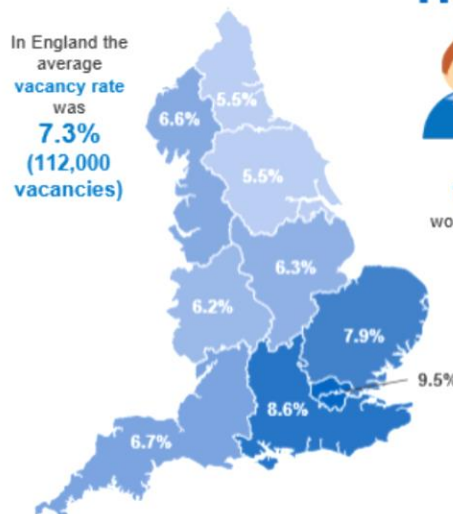
Key findings

Source: Skills for Care workforce estimates, 2019/20

[Download PowerPoint](#)

[Press here to explore the data](#)

Workforce vacancy rate



1.65m jobs



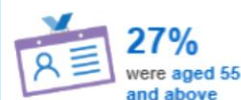
1.52m people
working in adult social care in 2019/20



Care worker real term median hourly pay



Please note this refers to care workers in the independent sector only



Workplace Burnout Research

Opportunity to participate in wellbeing research

This clinical trial will provide NHS workers with easy access to interventions designed to reduce occupational burnout and improve their well-being.

NHS workers will participate in six video-based group workshops, and they will have access to accompanying online resources including videos, worksheets and self-help tools. The study is expected to be launched in September 2020.


Who can participate?

- Staff working in participating NHS Trusts can volunteer to get involved.
- The study is open to staff doing direct work with patients; including medics, nurses, allied health professionals, receptionists and administrators.


To sign up or more information please contact the Grounded Research team on:
rdash.groundedresearch@nhs.net



Rotherham Doncaster and South Humber NHS Foundation Trust




The University of Sheffield



MindLife

UpLift: A randomised control trial to improve NHS staff well-being



UpLift Trial


Are you feeling burned out or stressed at work?

Do you work in the NHS doing direct work with patients?
This includes: medics, nurses, allied health professionals, receptionists and administrators.

This trial will provide NHS workers with easy access to two interventions that have been designed to reduce occupational burnout and improve their well-being. This is a trial to test whether the interventions work. NHS workers will participate in six video-based group workshops – each lasting just an hour. Participants will also have access to accompanying online resources including videos, worksheets and self-help tools.

The study is expected to be launched in October 2020.

NEWSFLASH:
Participants in the study will be entered into 2 prize draws to win vouchers to spend online



Staff interested in being involved can contact our team via email (rdash.groundedresearch@nhs.net) to receive further information.

Lockdown Wellness Activity Challenge



ACTION CALENDAR: NEW WAYS NOVEMBER 2020



SUNDAY

1 Make a list of new things you want to do this month

8 Find out something new about someone you care about

15 Go outside and do something playful - walk, run, explore, relax

22 Find a new way to tell someone you appreciate them

29 Discover your artistic side. Design your own Christmas cards!

MONDAY

2 Respond to a difficult situation in a different way

9 Plan a new activity or idea you want to try out this week

16 Look at life through someone else's eyes and see their perspective

23 Set aside a regular time to pursue an activity you love

30 Look for reasons to be hopeful, even in difficult times

TUESDAY

3 Get outside and observe the changes in nature around you

10 When you feel you can't do something, add the word "yet"

17 Try a new way to practice self-care and be kind to yourself

24 Share with a friend something helpful you learned recently

WEDNESDAY

4 Sign up to join a new course, activity or online community

11 Be curious. Learn about a new topic or an inspiring idea

18 Connect with someone from a different generation

25 Use one of your strengths in a new or creative way

THURSDAY

5 Change your normal routine today and notice how you feel

12 Overcome a frustration by trying out a new approach

19 Broaden your perspective: read a different paper, magazine or site

26 Tune in to a different radio station or TV channel

FRIDAY

6 Give yourself a boost. Try a new way of being physically active

13 Choose a different route and see what you notice on the way

20 Make a meal using a recipe or ingredient you've not tried before

27 Enjoy new music today. Play, sing, dance or listen

SATURDAY

7 Be creative. Cook, draw, write, paint, make or inspire

14 Find a new way to help or support a cause you care about

21 Learn a new skill from a friend or share one of yours with them

28 Join a friend doing their hobby and find out why they love it



"You never know what you can do until you try" ~ C. S. Lewis



ACTION FOR HAPPINESS



www.actionforhappiness.org

Learn more about this month's theme at www.actionforhappiness.org/new-ways-november

Keep Calm · Stay Wise · Be Kind

NHS Staff Wellbeing Support



A whole range of wellbeing support offers are available from the NHS People website for colleagues across all care sectors including Primary and Social care through helplines, online Apps and coaching.

Please continue to share and promote within your organisations/teams so that colleagues can access the support if they need it

Supporting Our People

Helping you manage your own health and wellbeing while looking after others

To access these support offers please go to

<https://people.nhs.uk/>



Are you facing challenges in your work right now?

Whether you're on the front line directly caring for patients or in one of the thousands of essential NHS roles we rely on each and every day, this is a challenging time. We are all working very differently, and combined with the additional pressures of looking after loved ones and anxiety about the future, this is a huge psychological shift.

Now more than ever, you deserve a comprehensive package of emotional, psychological and practical support.

A range of guides, apps and events to support the wellbeing of you and your team is available at <https://people.nhs.uk/>



Contents

- 1. Help Now:** Support available if you need someone to talk to now
- 2. Online Support & Counselling:** Speak to staff in similar roles and find coaching or counselling to support you
- 3. Wellbeing Apps & Resources:** A list of the free to use apps, resources and guides designed to support your health and wellbeing
- 4. Support for leaders:** Training and events available to help NHS leaders support their teams' and colleagues' health and wellbeing
- 5. Support for staff in social care:** where to find help if you're working in social care



1. Help Now

Staff support line

In the current climate of increasing pressures on our healthcare system, our NHS people potentially face significant stresses.

We have introduced a confidential staff support line, operated by the Samaritans and free to access from 7:00am – 11:00pm, seven days a week.

This support line is here for when you've had a tough day, are feeling worried or overwhelmed, or maybe you have a lot on your mind and need to talk it through. Trained advisers can help with signposting and confidential listening.

Call: 0800 069 6222

Alternatively, you can text **FRONTLINE** to 85258 for support 24/7 via text



To access these support offers please go to

<https://people.nhs.uk/>

Bereavement support line

We also have a confidential bereavement support line, operated by Hospice UK and free to access from 8:00am – 8:00pm, seven days a week.

A team of fully qualified and trained bereavement specialists are available to support you with bereavement and wellbeing issues relating to loss experienced through your work.

Call: 0300 303 4434

Bereavement and trauma support line for our Filipino colleagues

There is a team of fully qualified and trained professionals, all of whom are Tagalog speakers, ready to help you at our NHS Bereavement & Trauma Line for Filipino Staff. This assistance is available from anywhere in the country and is provided by Hospice UK.

All calls will be treated in the strictest of confidence and this will be explained to you when you call. This service is available seven days a week, between 8:00am and 8:00pm. You do not need a referral.

To book a consultation, call: 0300 303 1115

2. Online Support & Counselling

Virtual staff common rooms

In partnership with NHS Practitioner Health, we have been busy developing virtual staff common rooms for colleagues across the NHS and the ambulance sector.

The common rooms are safe and supportive spaces for colleagues to stay mentally well. By joining, you will have time to:

- Reflect
- Share frustrations and experiences
- Find ways to cope with how COVID-19 is affecting your life at home and at work

Hosted by an experienced and approved practitioner, the confidential session lasts one hour and will have a maximum of ten NHS participants.



Counselling support from ACC

A free service developed and funded by the Association of Christian Counsellors, who are offering up to 10 online or telephone counselling sessions to:

- People working within the NHS who are directly impacted by COVID-19
- People working in residential care homes who have been impacted by caring for those with COVID-19
- Anyone who has been bereaved during this time

The confidential service is open to people of all beliefs and none, and you can ask to be matched on ethnicity.



Wellbeing support service: [Project5.org](https://project5.org)

We've partnered with Project5.org to make free 1-2-1, confidential support sessions available for our NHS people.

Project5.org is an online booking system which gives NHS staff access to free one-to-one support online from a team of accredited clinical psychologists and mental health experts.



#LookingAfterYouToo: Coaching support for primary care staff

We are keen to ensure all staff delivering frontline primary care services feel supported to maintain their psychological wellbeing during this challenging time, enabling them to maintain the delivery of frontline primary care.

Free individual coaching support is available 7 days a week with a highly skilled and experienced coach. This will be a space for you to process experiences, offload the demands of whatever you are experiencing and be supported in developing practical strategies.

Find more information and access the support here: <https://people.nhs.uk/lookingafteryoutoo/>



To access these support offers please go to

<https://people.nhs.uk/>

3. Wellbeing Apps & Resources

#StayAlive

The Stay Alive app is a suicide prevention resource for the UK, packed full of useful information and tools to help you stay safe in crisis. You can use it if you are having thoughts of suicide or if you are concerned about someone else who may be considering suicide.



Brightsky

Bright Sky is a free to download mobile app providing support and information for anyone who may be in an abusive relationship or those concerned about someone they know.

The app is also available to use in Polish, Punjabi and Urdu.



Cityparents

Cityparents have offered their online programme of support and resources to NHS employees without charge until March of 2021. It includes a curated collection of positive and practical support for working parents, delivered through expert-led webinars/seminars, advice, peer insights, online articles, blogs and podcasts to help working parents and those with caring responsibilities develop skills, enhance family life, improve wellbeing and support work/life balance.



Daylight

Daylight is a smartphone-based app that provides help to people experiencing symptoms of worry and anxiety, using evidence-based cognitive behavioural techniques, voice and animation.

Big Health is offering free access to Daylight for all NHS staff until 31 December, active now.



Headspace

Headspace is a science-backed app in mindfulness and meditation, providing unique tools and resources to help reduce stress, build resilience, and aid better sleep.

They are offering free access to all NHS staff with an NHS email address until 31 December, active now.



Liberate

Liberate has partnered with the NHS to offer you a free subscription until December 2020 to the #1 meditation app for POC/BAME communities.

Liberate Meditation offers culturally sensitive and diverse meditations and talks that have been curated for the BAME community. The app aims to help reduce anxiety, alleviate stress and promote rest.



Movement For Modern Life

Movement for Modern Life is a British online yoga platform that brings together world class yoga teachers, inspired movement and mindfulness into your home or a place of comfort. It encourages its members to look after their physical health, in order to promote good mental health and wellbeing. NHS staff are being offered free access to a range of resources, including breathwork sessions; stress reduction classes which can be done at a time convenient to you, in your home or in the workplace; a selection of energising morning classes and evening classes that aim to help you wind down or recharge.



SilverCloud Health

SilverCloud Health is a leading digital mental health company. Their range of programmes are used globally by over 300 healthcare providers, health plans and employers.

The company's multi-award-winning digital mental health platform is a result of over 17 years of clinical research with leading academic institutions. The platform is validated through randomised control trials and real-world data from over 350,000 SilverCloud users.

They are offering free wellbeing support for all NHS staff and their families.



To access these support offers please go to

<https://people.nhs.uk/>

3. Wellbeing Apps & Resources

Sleepio

Sleepio is a clinically evidenced sleep improvement programme that is fully automated and highly personalised, using cognitive behavioural techniques to help improve poor sleep.

Big Health is offering free access to Sleepio for all NHS staff until 31 December, active now.



Unmind

Unmind is a mental health platform that empowers staff to proactively improve their mental wellbeing. Using scientifically backed assessments, tools and training you can measure and manage your personal mental health needs, including digital programmes designed to help with stress, sleep, coping, connection, fulfilment and nutrition.

They are offering free access to NHS staff until the end of December 2020, active now.



Financial health and wellbeing support

We recognise that this is a difficult time for our NHS people and we know that financial concerns have consistently been in the top five reasons our people call the free support helpline run by the Samaritans.

So, we've partnered with the Money and Pensions Service to bring you financial wellbeing support to help you manage your finances at home.

NHS people can:

- Join one of our online financial wellbeing events
- Visit the Money and Pensions Service for support, guidance and tools



Place2Be

Place2Be have offered an online programme of expert support and resources for keyworkers, including all NHS colleagues, to support the mental health and wellbeing of keyworker children.

The programme consists of three webinars and an Art Room resource pack for children and parents and carers to craft and create together. The webinars cover: recovery and self-care; understanding and managing anxiety in uncertain times; understanding loss and bereavement.

The Art Room pack includes stories, instructions and activities exploring the ways in which parents and children can stay connected even when they're spending more time apart.



Health and Wellbeing guides

We've worked with a team of experts to develop over 20 short guides to help support you with skills and new ways to improve your experience of work. Our guides cover topics such as personal resilience, support for line managers and how to run your own 10 minute Pause Space.

Register and sign in to:

- Save your progress when working through these short courses and easily find your place next time
- Contribute to conversations and share your experiences of the topics



To access these support offers please go to
<https://people.nhs.uk/>

4. Support for Leaders

REACT MH® conversation training

Free, online training to equip NHS managers, supervisors and those with caring responsibilities for NHS people to confidently hold supportive and compassionate mental health and wellbeing conversations, during and beyond COVID-19.



Leadership Circles

Leadership Support Community Events: 29th September – 12th November

As part of the health and wellbeing programme to support leaders and their teams across the NHS during Covid-19, a series of Leadership Support Community Events are available for NHS managers and supervisors.

These events are unique, online learning opportunities for those with responsibility for managing others. The themes covered include:

- Looking after yourself
- Speaking candidly and compassionately
- Creating safe spaces
- Encouraging everyone to talk

To see a full list of events and book your place visit:

<https://people.nhs.uk/events/category/leadership-support-circles/>

Health and Wellbeing Conversations: Implementation advice for NHS executives

A guide for executive leaders has been published, offering advice on how to effectively implement Health and Wellbeing Conversations in your organisation. This includes considerations of how to begin implementation alongside the demands of recovering services, winter and COVID-19.

Health and Wellbeing Conversations are supportive, one-to-one discussions focused on building individual and team resilience. They involve the individual staff member and someone they trust such as a line manager, at work at a time and place that suits the participants.

The guide outlines:

- The case for including the conversations in your existing strategy and the underpinning evidence base
- General points to consider on implementation
- Pragmatic advice on how to get started in busy pressured autumn/winter
- Current and future resources

You can access the guidance here: <https://people.nhs.uk/guides/health-and-wellbeing-conversations/>

To access these support offers please go to

<https://people.nhs.uk/>

5. Support for Staff in Social Care

The Department of Health & Social Care has developed additional, specific support available to those in social care, including unique access to:

- Support lines
- Mental health apps
- Bespoke online platform

We've listed some of the support available at <https://people.nhs.uk/help/care-health-and-wellbeing-support/>



To access these support offers please go to
<https://people.nhs.uk/>