

APRIL

2022

# The North West

## Health & Wellbeing Newsletter



### Welcome to the April main edition of your H&WB Newsletter!

Don't forget you can access all our health and wellbeing offers, information and more by joining our NHS Future platform using this link:

[North West Staff Experience and Engagement Community of Practice](#)

#### Key Points:

1. Support for staff affected by the emerging situation in Ukraine.
2. Three financial wellbeing sessions in partnership with Salary Finance.
3. Financial Support from the healthcare workers foundation, Company Shop Group and NHS discount offers.  
-Share examples of good practice to raise awareness and support financially our colleagues regionally and beyond.
4. Team and Team Leaders Wellbeing Toolkit – opportunities to get involved.
5. Last call for applications for Franklin Leadership courses.
6. The National Retention Programme is looking to gather stories from our NHS people aged 50 and over.
7. End of free parking for NHS staff: which group of staff are still entitled to free parking?
8. Support your workforce during Ramadan.
9. National Health and Wellbeing campaigns for April 2022.

### SUPPORTING STAFF AFFECTED BY THE EMERGING SITUATION IN UKRAINE

With the news of the developing situation in Ukraine, we know what a difficult and troubling time this will be for so many of us.

#### Access in Ukrainian, Polish, And Russian Language

- ✓ Free translations of trauma and PTSD psychoeducational resources [Click here](#)



We are **compassionate** and **inclusive**

#### Access in Ukrainian Language

- ✓ A guide designed to help people with PTSD to understand more about their condition



- ✓ Reactions to trauma, designed for adults.



- ✓ Understanding post-traumatic stress disorder



If you are impacted by this or anything else that is causing concern, please remember that are [Health and Wellbeing Resources](#) available for all of us and include the national support line, wellbeing apps and mental health and wellbeing hubs.

## Get ahead of the cost of living crisis

With the cost of living rising, it might not come as a surprise that money is on our minds. Your North West Health and Wellbeing team are hosting another 3 financial wellbeing sessions in partnership with Salary Finance.

To support those who might have not been able to attend earlier in March, we have another 30-min session on How to Become a Money Master on 6th of April at 12pm/noon which introduces the basics of money milestones. This will be followed by 2 more sessions on coping with the cost of the living squeeze.

You can also ask Jason Butler from Salary Finance any money questions that have been on your mind at the end of the session.

### Sessions will be on Teams Live on:

- **Wednesday, 6<sup>th</sup> April at 12noon** [Click here to join on the day](#)
- **Monday, 25<sup>th</sup> April at 1pm** [Click here to join on the day](#)
- **Thursday, 28<sup>th</sup> April 2pm** [Click here to join on the day](#)

- ✓ No prior booking needed. Just save/click the link above to join on the day.
- ✓ These sessions are for all health and care staff in the North West region.

**We look forward to seeing you!**

**Important:** the webinar content is for guidance and educational purposes only and is generic in nature. Salary Finance does not offer regulated financial advice. Please seek independent financial advice.



## Financial Wellbeing The Healthcare Workers Foundation

The increased cost of living is putting many of us under significant financial strain. The Healthcare Workers Foundation has been supporting our NHS colleagues throughout the pandemic and continue to do so.

The Foundation offer help with childcare, transport, food, support grants, wellbeing, and psychological services for all healthcare staff.

Click [here](#) for more information.

### Company Shop Group

#### Good things come to those with a membership

When you become a member, you can enjoy high quality food and household products at super low prices. How do they do it? They save perfectly good quality surplus stock going to waste and sell it through our member-only superstores. Sound good?

**Get your membership** [Here](#)

### NHS Discount offers

**NHS Discounts & Healthcare Staff Benefits:** Film-buffs, fashion-lovers or gig-goers, Health Service Discounts has something for everyone: [Click Here](#)

**Blue Light Card:** Whether you're looking for a weekend getaway, fashion fix, state-of-the art device; save online with thousands of retailers: [Click Here](#)

**NHSDiscountOffers:** Discounts and Money Saving Vouchers for NHS Staff: [Click Here](#)

**Health Staff Discounts:** Find exclusive health service discounts, offers and deals: [Click Here](#)

## What are organisations/trusts doing to support the Health and Wellbeing of staff considering the increased cost of living pressures?

Some areas we are interested to understand!

1. Hardship Funds
2. Financial Advice e.g. Debt Management
3. Early access to Earned Pay
4. Fuel Cards
5. Weekly Expenses
6. Review of any local agreements in relation to expenses
7. Discounted food schemes (like Patrick was referring to)
8. Staff discounts
9. Salary Sacrifice Schemes
10. Promotion of food banks
11. Increase in agile working to support fuel price rises
12. Selling of contractual annual leave (not statutory)

### Join and Share on

Northwest Staff Experience & Engagement Workspace

Click: [HERE](#)

## Team and Team Leaders Wellbeing Toolkit – opportunities to get involved

NHS North West Leadership Academy and Leadership and Lifelong Learning Team (NHS NWLA & LLL) and NHS England and Improvement are developing a team journey that will support team leaders and team members to create a greater focus on team health and wellbeing. If you'd like to help shape and test the toolkit in the coming months, you can find out more, and sign up now.

**Option 1: co-design** For more information on upcoming design user group dates and to register, please click [here](#). All sessions last 2 hours and are held via zoom.

- Tuesday 5th April 2022, 2pm to 4pm - [book here](#)
- Thursday 7th April 2022, 2pm to 4pm - [book here](#)
- Tuesday 12th April 2022, 2pm to 4pm - [book here](#)



**Option 2: piloting:** We are looking for 9 teams who would be interested in piloting the journey over a period of 8 weeks starting in **May** and concluding in **July 2022**. They will be asked to provide feedback at the end of the team's journey. If you'd like more information or to register an expression of interest, please click [here](#).

## Call out for 50+ colleague examples

The National Retention Programme is looking to gather stories from our NHS people aged 50 and over who have been supported to stay and stay well in the NHS, as part of a planned 50+ communications campaign. If you know of any great examples and/or can share this request on within your systems and trusts, we would really appreciate it.

We want to capture stories that show how flexible working, career opportunities and extra support may have made a difference to you in practice.

We'd like to hear from you if you've possibly:

- Moved or supported a colleague to move to a more flexible way of working
- Taken a new direction in the NHS later in your career
- Been given practical support that's enabled you to continue working with a health condition or caring responsibilities.



We'd like to hear from a wide range of NHS staff, as well as line managers who've helped bring about these changes for their colleagues.

If you would be interested in sharing your story, fill in your details on the form [here](#) and our partners, Claremont, will give you a call at a convenient time to tell you more about what's involved and answer any questions.

## Last call for applications for Franklin Leadership courses/opportunities to help shape and pilot a new team and team leader wellbeing toolkit

There is a **final chance** to apply for the fully funded Leadership Academy Rosalind Franklin places for established NHS occupational health and wellbeing leaders.

Applications for cohort 2 places will close on **Thursday 14 April** (please note applications for cohort 1 have now closed, and cohort 1 applicants will hear the outcome of their application by end of March).

Please encourage all wellbeing and OH leaders across your system to apply, as we may not be able to replicate this fully funded offer again in the future. More information, including full programme dates and the link to the application portal, can be found in the [prospectus](#).

### End of free parking for NHS staff

**NHS England** has informed us that the free parking provided by the government during the pandemic to NHS staff will end on 31 March 2022. Following this announcement, the Trust will be reintroducing parking charges across all sites from 1 April 2022.

**NHS parking standards:** As part of the new standards we must ensure car parking facilities are available free of charge to 4 categories of users:

- **Disabled people** - already in place
- **Frequent outpatient attendees** - already in place
- **Parents of sick children staying overnight** - already in place
- **Staff working night shifts** - starting from 1 April 2022

**Temporary parking permits:** Staff issued with a temporary permit during the pandemic will have the option to extend their permit for two months beyond 1 April 2022.

**Out of hours permits - staff working night shifts:** From 1 April 2022 parking in hospital car parks out of hours on a night will be free, this will be classed as staff working night shifts with a shift starting after 7.30pm and ending before 8.00am.

**Weekend parking:** Parking on a weekend is chargeable between 8.00am and 7.30pm.

Please access the links to find out more [Click here](#) & [Click here](#)

### Support your workforce during Ramadan

Access guidance to help both managers and staff during this period.

Saturday 2 April - Sunday 1 May

Many NHS staff who are Muslim and observe fasting during Ramadan, will participate in a daily period of fasting, starting at sunrise and finishing at sunset over the month. This means abstaining from food, drink (including water) and smoking. While fasting is an important part of Ramadan, it is also a time of self-reflection and self-evaluation for Muslims.

Similarly, staff should also be aware of the health issues related to fasting, so that they are able to make more informed choices, minimise complications and maximise the benefit of their fast as well as operational effectiveness

You can find further information and some useful guides for supporting your colleagues who will be observing Ramadan on the [NHS Employers website](#).



## National HWB Dates:

**April**

This section is to highlight all the important National dates around Health and Wellbeing for April.



### April

Bowel Cancer Awareness Month

<https://www.bowelcanceruk.org.uk/>

World Autism Month

<https://www.autismspeaks.org/>

Stress Awareness Month

<https://www.stress.org.uk/>

7<sup>th</sup> April, World Health Day

[www.who.int](http://www.who.int)

11<sup>th</sup> April, Parkinson's Awareness Day

[www.parkinsons.org.uk](http://www.parkinsons.org.uk)

16<sup>th</sup> April, Pyjamas for PANCAN

[www.pancreaticcanceraction.org](http://www.pancreaticcanceraction.org)

17<sup>th</sup> April, World Haemophilia Day

[www.haemophilia.org.uk](http://www.haemophilia.org.uk)

18<sup>th</sup>-24<sup>th</sup> April, MS Awareness Week

[www.mssociety.org.uk/](http://www.mssociety.org.uk/)

28<sup>th</sup> April, On Your Feet Britain

[www.onyourfeetday.com](http://www.onyourfeetday.com)

**Bowel Cancer Awareness Month:** Every 15 minutes somebody is diagnosed with bowel cancer in the UK, that's nearly 43,000 people each year. Make your voices heard to drive positive change by championing early diagnosis and campaigning for best treatment and care.

**World Autism Month:** Raise awareness about autism and how it affects not only those who live with it but people around them as well. Organised by the National Autistic Society, it stands alongside World Autism Awareness Day as the flagship awareness event for Autism worldwide.

**Stress Awareness Month:** Stress Awareness Month has been held every April since 1992 to raise awareness of the causes and cures for our modern stress epidemic. The last two years have been the most challenging we have faced and in 2020 our services were overwhelmed by people that are struggling and seeking support. This year our theme is Community.

**World Health Day:** World Health Day It is celebrated annually, and each year draws attention to a specific health topic of concern to people all over the world. The date of 7 April marks the anniversary of the founding of WHO in 1948.

**Parkinson's Awareness Day:** Parkinson's Disease (PD) is a movement and mood disorder typically presenting with symptoms such as slowness of movement, muscle rigidity, instability, tremor, depression and anxiety and diagnosis can occur at any age.

**Pyjamas for PANCAN:** Pancreatic cancer suffers from an extreme lack of awareness and funding. However, you choose to act, we are so grateful for your determination, generosity, and support. Saving lives through early diagnosis.

**World Haemophilia Day:** A day dedicated to improving the lives of people with hemophilia. The theme of the event this year is "Access for All"

**MS Awareness Week:** It's a chance to raise awareness of multiple sclerosis, and the reality of living with it. Most people have a vague idea what MS is, but lots of them are a bit confused. Some people know it causes problems with how we move. But what about how we feel? And the symptoms you can't see?

**On Your Feet Britain:** An encouragement for workers across Britain to unite and participate in a variety of fun and simple activities to #SitLess and #MoveMore at work. The On your feet Britain challenge dares you to convert 'sitting time' to 'standing time' by following some simple changes.

Do you have anything you would like to put in the next update? Or want to share any good practice?

Please email Stylianos Metaxas on: [stylianos.metaxas1@nhs.net](mailto:stylianos.metaxas1@nhs.net)

