



Dear Colleague

Welcome to your weekly edition of the LLR System Health and Wellbeing communication to make you aware of the latest support and resources available in supporting your health and wellbeing.

We understand staff aren't always able to access emails, and ask you to please support your colleagues by printing the information as you receive it, to either read out during team huddles or to include on team notice boards.

LLR System Health and Well-being support available

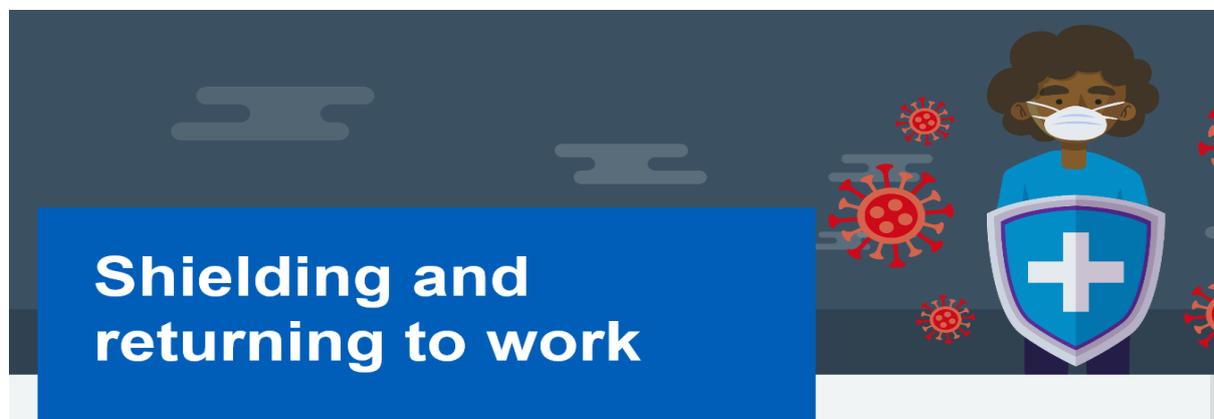
Shielding and returning to work

As we begin to transition into our 'new normal' and when lock-down restrictions across LLR begin to ease, vulnerable people who have shielded at home will be invited to slowly and safely return to work in health and social care. This is likely to cause increased anxiety for these individuals and will require compassion and flexibility when welcoming them back. The information in this **NEW!** guide is designed to help:

- People who have been shielding as they slowly start to return to work to feel less anxious and more supported.
- Work colleagues and managers to understand what it may have been like for people who have shielded and how to compassionately welcome them back into the workplace.

Guidelines for staying safe during COVID-19 are changing all of the time. To ensure you are up-to-date, you can view current Government guidelines on shielding [here](#)

Further information and support can be accessed on the NHS Our People website at <https://people.nhs.uk/guides/shielding-and-returning-to-work/>

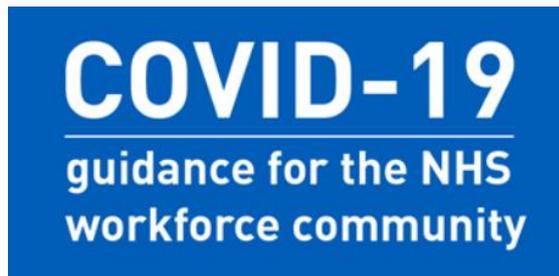


Shielding and returning to work

NHS Employers Guides

There are a number of guides which have been added to the NHS Employers website to help support health and social care leaders and staff during the COVID-19 pandemic.

As plans continue to intensify across the health and social care system in response to the increased demands on services caused by the COVID-19 pandemic, the Department of Health and Social Care (DHSC), NHS England and NHS Improvement (NHSE/I), Public Health England (PHE), Health Education England (HEE), and NHS Employers have collated the latest workforce advice into one central resource for workforce leaders in the NHS.



To access the guides, which include guidance on topics such as training, and enabling staff movement, please click here <https://www.nhsemployers.org/covid19>

Health Safety and Wellbeing

Preserving and protecting the health, safety and wellbeing of staff is critical for NHS organisations as we continue to respond to the COVID-19 outbreak. It is essential across the LLR System to take every effort to support the physical and mental wellbeing of the workforce, to enable staff to stay healthy and protect themselves, colleagues, patients and families.

The following guides help support this, and can be accessed on the NHS Employers website at <https://www.nhsemployers.org/covid19/health-safety-and-wellbeing>

- **Ways of working** – duty of care information
- **Enabling and supporting staff to work from home** – advice on remote working/individual circumstances
- **Financial wellbeing** – advice on making good financial decisions, and expenses
- **Infection control** – latest government and local guidance
- **Risk assessments for staff** – for at-risk and vulnerable groups within the workforce
- **Support available for NHS staff** – National wellbeing offers and toolkits
- **Supporting staff with childcare responsibilities** – education setting updates and key workers
- **Maintaining good health** – support for staff delivering care / impact of fatigue
- **Mental wellbeing** – information on the preparation, active, and recovery phases
- **Supporting our most vulnerable people** – mental and physical support, and latest guidance
- **NHS staff council** – local plans in response to the COVID-19 pandemic
- **Occupational health** – government advice and good practice guidance

Relaxation, Rest and Sleep

Dr Michael Farquhar, a consultant in children's sleep medicine at Evelina London Children's Hospital, has written top tips about how to encourage relaxation, rest and sleep to support staff with fatigue and burn out, especially during this time:

Relaxation - It's important to remember that how we are feeling, and how our minds and bodies are responding, is a normal response to an extraordinary situation:

- Incorporate strategies and techniques to help you relax and unwind in your daily routine, and use them when you feel particularly stressed, which can help reduce the impact of daytime stress.
- Aim to put boundaries around specific times in the day that are free of media and try not to engage in pandemic-related media before bed, or when waking overnight. We may not be able to stop our minds from churning over information, but at least we will not be adding to the overload.

Rest - Dealing with the COVID-19 pandemic at work continues for many. It's essential therefore to pace yourselves and not exhaust your personal reserves:

- Regular days away from work will be essential to keep us all mentally and physically healthy, and to ensure we continue to give our patients the best of us.
- Regular breaks whilst at work are important to keep us functioning at our best as they allow us to 'recharge'.

Sleep - A good core sleep routine and habits are the foundation of quality sleep, and the stronger these are, the more likely you are able to maintain sleep under stress.

- Relaxation and mindfulness strategies can help support getting back to sleep, especially if you have already made these strategies part of your normal daily routine, as your brain will associate the routine of doing this with going to sleep.
- Most important of all, be kind to yourselves and others. Our best support will be, as always, our family, colleagues and friends and, by looking out for each other, we will get through this.

Nutrition and Hydration are key in looking after your physical and mental wellbeing. Be sure to eat a well-balanced diet, small amounts often are recommended, this can be particularly helpful for those working night shifts to help maintain energy levels. **Stay hydrated** by drinking plenty of water, low fat milk and sugar free drinks, including tea and coffee.



Wellbeing Apps / Our NHS Support / Help lines

Don't forget, Health and social care staff have been given **FREE** access to a number of wellbeing apps until the end of December 2020 to help support their mental health and wellbeing. There are also a number of support guides, confidential support telephone and text lines, and counselling offers, all available to access via the Our NHS People website at <https://people.nhs.uk/>



For confidential support by phone

General: 0300 131 7000
(7am-11pm)
Bereavement: 0300 303
4434
(8am-8pm)

For support by text message

Text 'FRONTLINE' to 85258
24 hours a day, seven days
a week

For wellbeing support apps

Get free access to a
number of wellbeing apps
until the end of December
2020

Fantastic Feedback!

The LLR Academy has received fantastic feedback regarding the weekly LLR System Health and Wellbeing communication, an example is included below. On behalf of the LLR System Health and Wellbeing taskforce group 'Thank you for the great feedback, we are so pleased the content is positive in supporting so many of you!'

"This newsletter is a great resource and we should take the opportunity during this unprecedented time to make the changes suggested to incorporate mental wellbeing and self-care practices into our workplaces and personal lives. Thank you for the important work you're doing LLR Academy, I look forward to seeing what the future brings!" – *Pooja Pala, Practice Pharmacist*

A quote from Jaeda Dewalt "When we learn to become resilient, we embrace the beautifully broad spectrum of the human experience"

Please get in touch with comments or feedback via email to the LLR System Health and Wellbeing Team at: LLRAcademy@uhl-tr.nhs.uk

Thank you