



Northumbria Healthcare
NHS Foundation Trust



SUPPORTING YOUR

MENTAL HEALTH & WELLBEING

THE NORTHUMBRIA WAY

A handy pocket guide
for our Northumbria family

GROWING A



HEALTHIER WORKFORCE

PEOPLE LOOKING AFTER PEOPLE

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INTRODUCTION

The last 18 months or so have been very difficult and it's safe to say that Covid-19 has touched all of our lives in many different ways, both personally and professionally.

As always, you have tackled this with the compassion and care our Northumbria family is known for, always going the extra mile for our patients and for each other. This is something that you should all look back on and be incredibly proud of, but as we recover and look towards a brighter future, we want to ensure that you do everything you can to look after yourself too.

Your wellbeing always has been and always will be a priority for us and so there are many things in place to support you. We thought it would be useful to include information on



key resources available in this little booklet so you can refer back to it whenever you feel you need support, guidance or advice. Please make use of it and access the services available should you need to, and help colleagues do the same if you think it will help them.

I'd like to take this opportunity to thank you for all that you have done and continue to do.

Keep going...

Yours sincerely

Sir James Mackey

Chief Executive

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INTRODUCTION

We will all have experienced a variety of challenges in our lives connected to the Pandemic. It is normal to find ourselves experiencing a range of emotions connected with some of the events and losses we may have been through. We are still facing some uncertainties in our lives and there can be understandable anxiety.

It is ok to feel upset and emotional at times; most of the time we are able to cope with these feelings with help from family, friends and colleagues. Sometimes these feelings may be overwhelming and we may need some extra support.

It is important not to feel alone and that it is ok to ask for help.



There are a variety of sources of support around you and information on these is contained in this little booklet. There is also some information on what you can do to support your own health and wellbeing too. Hopefully there is something in the booklet that will be helpful to everyone should you need it.

Teresa Jennings

Consultant Clinical Psychologist

Head of Staff Psychology and Counselling Service

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MENTAL WELLBEING



FIVE WAYS TO WELLBEING

You can introduce any of these actions into your life anytime, and begin to feel the benefits:



Connect

Talk. Listen. Invest time in relationships with friends, family and colleagues.



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Be active

Do what you can. Enjoy what you do. Move your mood.



Take notice

Be curious. Savour the moment. Remember the things that give you joy.



Give

Your time.
Your words.
Your presence.



Keep learning

Try something new. Rediscover an old interest. Set yourself a challenge you'll enjoy.

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Sleep

Sleep plays a big part in our lives. If it is disrupted it's important we do everything we can to get things back on track. Here are some things that can help...



Try to keep a consistent bedtime and wake time



Get as much natural light as you can, especially first thing in the morning



Limit how much alcohol you drink



Limit caffeine use, particularly after midday





Exercise regularly



Restrict use of
electronic devices in
the hour before sleep



A hot bath or shower
a couple of hours before
bed can help encourage
sleep



Write a to-do list for
tomorrow, so that it's
out of your head

For more information, tips and resources, including
tips for shift workers, visit



northumbrianhsstaffwellbeing.co.uk/sleep

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Finances



Money and mental health are connected – worrying about money can make your mental health worse and poor mental health can make managing money harder. This can start to feel like a vicious cycle and in the current climate is affecting more people than ever before.

If you're worried, stressed or anxious about your finances, don't suffer in silence. Talk to those around you or access the free services available to you for help.

For more information, tools and resources, including details of our partnership with Northumberland Community Bank which gives you an easy way to save and access competitive loans as an ethical alternative to payday loans and similar, visit



northumbrianhsstaffwellbeing.co.uk/finance

Dealing with change and uncertainty

We understand that at times of change and uncertainty it is easy to feel worried or stressed, and so we have included below a link to a handout that provides advice on steps you can take to help you to manage uncertainty, reduce stress and help us to cope better.



getselfhelp.co.uk/apple-tolerating-uncertainty




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Useful resources



 nhs.uk/apps-library/category/mental-health
northumbrianhsstaffwellbeing.co.uk

Books

Browse self-help collections in all Trust Libraries including books about **anxiety and depression, grief, eating disorders, stress, anger, sleep, relationships, resilience, mindfulness, obsessions and compulsions, chronic fatigue, chronic pain, grief and loss** and many **more**. Literature collections at all Trust libraries include Reading Well and Books on Prescription.

 library.northumbria.nhs.uk/health-and-well-being

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Courses



Psychological Resilience

Run by Staff Psychology & Counselling Service, this training is based on a psychological model known as Acceptance and Commitment Therapy (ACT).

This approach is effective in improving wellbeing.

Please book through learning and development.

Psychological First Aid

Free online course to help you develop the skills and confidence in providing psychological support to people affected by COVID-19, including issues such as job worries, bereavement and isolation



futurelearn.com/courses/psychological-first-aid-covid-19

Activate Your Life

Free online course that is designed to help you improve your mental health and wellbeing. The course can help you to take greater control of your actions, so that day-to-day life becomes less distressing and more enjoyable



phw.nhs.wales/services-and-teams/activate-your-life



LOOKING AFTER YOUR

PHYSICAL HEALTH

Staying active is not only good / beneficial for your physical health, it's good for your mental health too. Any type of activity is good for you – the more the better. Find something that works for you. **You should...**



Aim to be physically active every day - any activity is better than none, and more is better still



Do strengthening activities that work all the major muscles on at least two days a week



Do at least 150 minutes of moderate intensity activity a week or 75 minutes of vigorous intensity activity a week



Reduce time spent sitting or lying down and break up long periods of not moving with some activity.

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Support



The Trust offers a range of options to help support your physical health, including an online Couch to 5K support group, bike schemes and discounted access to gyms.

You can also access our staff physiotherapy service for support. You can self-refer into the service or a manager can do this for you if you are absent from work.

For more information please visit



[northumbrianhsstaffwellbeing.co.uk/
physical-health](https://northumbrianhsstaffwellbeing.co.uk/physical-health)

Alcohol



You may have found yourself drinking more than usual during the pandemic. We know that drinking too much can have serious effects on our health in the long-term, but you might also find that it's having an impact now. Alcohol can make us feel tired, put on weight, affect our decision making and also impact on our finances.

For information on the support available and resources to help you cut down, visit



northumbrianhsstaffwellbeing.co.uk/alcohol



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Smoking



It is a common myth that smoking can help with stress, anxiety and other mental health conditions. However, the withdrawals from nicotine can actually increase symptoms. Stopping smoking is one of the best things you can do for your physical and mental health.

For information on the support available to help you quit, visit



northumbrianhsstaffwellbeing.co.uk/smoking

Drugs



Drug addiction can be a hard problem to talk about. You may be worried about your drug use; it may be having an impact on family and friends or be affecting your mental health. With the right help and support people can overcome drug addiction. For more information visit

Northumberland Drug Recovery Programme



talktofrank.com

North Tyneside Recovery Partnership



cntw.nhs.uk/services/north-tyneside-recovery-partnership

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SUPPORTING EACH OTHER

We spend lots of time with our Northumbria family and therefore it's important to look out for one another. Remember, a small conversation can make a big difference.

Here are some ways in which you can connect with colleagues across the Trust...



Covid-19 has dramatically changed the way many of us work and lots of people are missing the informal chats and connections that are usually part of the working day. Join our virtual sessions to hear from guest speakers and share experiences and ideas. To request the meeting link, please e-mail:



healthandwellbeing@northumbria.nhs.uk



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Staff Networks



Staff Networks are another channel of support – shared lived experiences mean that someone will always “get you”.

ASD NETWORK – for staff with Autism Spectrum Disorder and their allies

BAME NETWORK – for black, Asian, minority ethnic staff and their allies

CARER NETWORK – for staff with caring responsibilities outside of work and their allies

STAFF CANCER NETWORK – for staff with a diagnosis of cancer or supporting someone close with a diagnosis and their allies

ENABLE STAFF – for staff with visible or hidden disabilities and their allies

LGBT – for lesbian, gay, bisexual and trans staff and their allies

MENOPAUSE – for staff going through symptoms of peri-menopause or menopause at work, and those who have someone close going through symptoms and their allies

MENTAL HEALTH – for staff with mental health difficulties and their allies

FAMILY TIES NETWORK – for staff who are new or prospective parents balancing work with responsibilities for young children

For more information or to join a network please e-mail:



equality.diversity@nhct.nhs.uk



Or visit: **Staff Networks**
under **S** on the intranet.

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INTERNAL SUPPORT

Staff Psychology and Counselling Service

Supporting individuals, teams and leaders with mental health. To self-refer please complete the form which can be found on the Staff Psychology and Counselling Service intranet page (under S), or by emailing

 StaffPsychology.CounsellingService@northumbria-healthcare.nhs.uk

You can also call **0191 293 4373**. A consultancy service is available for managers about team support, mediation and stress at work.

Occupational Health

Supporting individuals and managers. Occupational Health can fast track referrals to a wide range of services that help with problems such as musculoskeletal issues, mental health concerns, bereavement, domestic abuse and drug / alcohol issues.

 Management referrals – **please complete the form on the Occupational Health intranet page**

 Self-referrals please call **01670 529 213**


 or email occhealth@northumbria.nhs.uk


 More information can be found on the **Occupational Health intranet page.**



Chaplaincy Service

Listening confidentially and offering prayer if appropriate. Supporting you with your spiritual needs relating to hope, fear and faith / belief.


 Please contact the team by telephone on **0191 607 2270 (ext 72270)**

 or by emailing: **chaplaincy@northumbria.nhs.uk**

If you have an urgent matter, chaplains are available 24/7 through the hospital switchboard **0344 811 8111**. Please ask for the on-call chaplain who will assess the situation and respond appropriately.

Macmillan support

A listening service to help you talk about your loss and explore your grief. Sessions can be held at a mutually agreed place and time during office hours Monday – Friday, 9am- 5pm.

 If you would like to talk to someone about your loss, personal or professional, you can self-refer by calling **0191 2934376**

 or email: **palliativecare@northumbria.nhs.uk**

**WE ARE
MACMILLAN.
CANCER SUPPORT**

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EXTERNAL SUPPORT

Regional Staff Wellbeing Hub

Access to experienced therapists and evidence-based treatments

For any NHS staff

Someone to listen, support and advise you

Group and individual support

member in the North East and Cumbria. The hub can offer a range of physical and psychological wellbeing support, including:

Support and coaching for managers



Call 7 days a week from 7am to 9pm **0191 223 2030**
or visit northeastandnorthcumbriaics.nhs.uk/staff-wellbeing-hub

Project 5

Free 1-2-1 confidential support for NHS staff, linking you to a health professional with the skills to assist.



visit project5.org



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Duty to Care

Free online sessions to improve and sustain mental health and wellbeing. This includes support from Cognitive Therapy, psychotherapists, mindfulness teachers, breath work experts and nutrition coaches.

 visit dutytocare.info/nhs/

Frontline 19

A free and confidential psychological support service, matching you to a fully qualified professional who provides sessions to match your needs, either 20 minute debriefs or ongoing weekly support.

 visit frontline19.com

Bereavement Support Line

Hospice UK offers a free helpline from 8am to 8pm daily. They are there to support with bereavement and wellbeing issues relating to loss experienced through your work.

 Call **0300 303 4434**

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Improving Access to Psychological Therapies (IAPT)

IAPT is widely recognised as the most ambitious programme of talking therapies. It provides support to help people overcome depression, anxiety and better manage their mental health. Most IAPT services accept direct self-referral:



North Tyneside Talking Therapies:
0191 295 2775



northumbria.nhs.uk/our-services/mental-health-services/talkingtherapies



Talking Helps Newcastle
0191 282 6600



Talking Matters Northumberland
0300 3030700



Gateshead Talking Therapies
0191 283 2541



South Tyneside Talking Therapies
0191 283 2937



Talking Changes (Durham & Darlington)
0191 333 3300



Sunderland Psychological Wellbeing Service
0191 566 5450



Domestic Abuse Support

Domestic abuse includes physical, emotional and sexual abuse in intimate relationships (partners and/or family members). If you are experiencing domestic abuse please seek help. You can:



Confide in your line manager



Contact the specialist safeguarding service who provide advice, support and guidance

0191 282 8900



Call the national Domestic Abuse Helpline on

0808 2000 247

Specialist Services – local

Domestic Abuse Support Service Northumberland (DASSN) is a support service, helpline and outreach to female and male victims of domestic abuse.



Visit **DASSN@placesforpeople.co.uk**



or call **01670 820 199**

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Harbour Domestic Abuse Support Service (North Tyneside)

Provides a refuge and outreach services to children, young people, women and men who have experienced abuse.



Visit info@myharbour.org.uk



or call **0191 251 3305**



Please don't forget, if you or someone else is in immediate danger please call **999** and ask for the police.

For more information on the support available



Visit [northumbrianhsstaffwellbeing.co.uk/
domestic-abuse](http://northumbrianhsstaffwellbeing.co.uk/domestic-abuse)

URGENT CRISIS SUPPORT

If you are concerned about your health and wellbeing in any way and feel you need urgent support please contact your GP or dial 999.

You may also find the following links helpful in an emergency:

Need Help Now

A 24-hour support service for anyone in the North East and Cumbria. It offers help for adults who are finding it difficult to cope, feel low, anxious, stressed, worried or not sleeping properly.



Visit ntw.nhs.uk/need-help-now



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Stay Safe

Provides help and support for anyone who may be struggling with suicidal thoughts or are at risk of self harming.

Visit stayingssafe.net/home

Do you feel you are at risk of hurting yourself?

 You can contact your GP

 You can call the Crisis Team (Initial Response):

Gateshead or Newcastle **0800 652 2863**


North Tyneside or Northumberland **0800 652 2861**

South Tyneside or Sunderland **0800 652 2867**

North Cumbria **0800 652 2865**


Samaritans

A free and confidential listening and support line.

 Freephone **116 123**

 Visit samaritans.org

A wellbeing support line for all NHS and social care workers in England is also available:

 Freephone **0808 484 0555**

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All information is correct at the time of printing. Please continue to visit the wellbeing website for information, resources and services to support your wellbeing.

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