

Your Health Matters



So what is available to staff now:

- A full EAP programme—if you are not aware of this please speak to your manager or go to well-online.co.uk
- Access to Mental Health First Aiders—Speak with the team on For further information
- Exercise classes
- Salary Sacrifice—purchasing, mobiles, cars, white goods and more—speak with the salary sacrifice team @ for more information
- MOT programme—Available through your Employee Wellbeing Service, phone 0203 594 6609

Promoting and supporting employee well-being is at the heart of our purpose, to champion better work and working lives because an effective workplace well-being programme can deliver mutual benefit to people, organisations, economies and communities. When people are happy and well, businesses can thrive and societies flourish. We believe that work should do more than meet our basic financial needs and contribute to economic growth; it should also improve the quality of our lives by giving us meaning and purpose and contributing to our overall well-being.

The fast-changing world of work and the fluctuating demands it places on employers and employees means that our grasp of health and well-being needs can never stand still. It needs to evolve constantly to understand the impact on people's health and well-being.

At Barts Health, our internal Health and Well-being Champions support and drive change, especially in increasing awareness and understanding of mental health. As well as training line managers in good people management and mental health issues, we hold regular well-being days to promote healthy living. We also offer our staff on-site fitness classes, mindfulness sessions, healthy eating options in our canteen, and a full immunisation programme including in the autumn flu vaccination.

Financial wellbeing in the workplace

The mental health and physical wellbeing of employees have been topics high on the agenda for many employers for some time.

Increasingly, there's a third consideration which many of us are taking into account when thinking about our employees' needs – and that's their financial wellbeing.

What do we mean by financial wellbeing?

When we talk about financial wellbeing, we're really talking about people's control over their finances, their ability to respond to financial unpredictability and unexpected financial expense, and their ability to meet financial goals and make choices that allow them to enjoy life.

We are also going to be looking at the issues associated with financial wellbeing and how it varies across the trust, between different age groups and industry sectors. Based on this information we want to provide you with actionable insights on the ways in which we can support our employees to engage with their finances.

We understand that employees with money worries are more likely to have sleepless nights, not finish their daily tasks and to have troubled relationships with colleagues. They are also more likely to be looking for a new job, we want to work with our employees to assist with their financial wellbeing over the next 3 year period.

Your Health Matters



Staff MOT Health check

This is an assessment open to all Barts Health staff. The health check will test your blood pressure, weight, height, glucose/cholesterol levels, urine, and body mass index (BMI).

If potential risks are identified following the health check, the occupational health team will be able to offer further advice and support.

Getting Active

We're not just committed to helping our patients get and stay fit and healthy – we want to help you do the same. Visit the [staff benefits pages](#) to find out about our subsidised exercise classes, and active travel.

The Importance of Sleep

We celebrate World Sleep Day. The aim is to lessen the burden of sleep problems on society through better prevention and management of poor sleep. It is held the Friday before the Spring Vernal Equinox each year. [Find out more.](#)

Switching off in the age of Information

Continuing with the theme of looking at the effects the habits of modern life have on our wellbeing, CiC would like to invite you to watch a recent webinar we delivered in collaboration with our clients, Perkbox. [Find out more.](#)

How are you feeling? NHS Toolkit

This resource can help staff to check their own wellbeing or speak to and support colleagues with their emotional wellbeing. It also provides resources and signposting, no matter how you are feeling. Start using the tool on the [NHS Employers website](#).

Healthy mind tools

Headspace: Headspace is your personal guide to health and happiness. It'll help you focus, breathe, stay calm, perform at your best, and get a better night's rest through the life-changing skills of relaxation, meditation and mindfulness. The Headspace meditation app teaches you how to breathe, sleep, meditate, and live mindfully. These guided breathing exercises have even been proven to improve focus. There are mindfulness trainings on everything from managing anxiety, stress relief, breathing, happiness, feeling calm, and finding focus. Don't worry if you've never meditated before. There's a free Basics course that will teach you the essentials of meditation and mindfulness training. You can download the Headspace via your app store.

FearFighter is a CBT-based online self-help course for treating panic and phobias. It is available on the NHS in some areas with a referral from your GP or another health professional. You can also pay to do the course privately.

leso digital health offers live, confidential one-to-one cognitive behavioural therapy (CBT) with a therapist via secure instant messaging. It's available to anyone with common mental health problems such as depression, anxiety, pain management, obsessive compulsive disorder (OCD), phobias and stress management. leso is available to NHS patients in some areas. You can also buy private CBT sessions directly through Thinkwell, leso's website for paying clients.

SilverCloud is a safe, secure online space offering personalised programmes to help people experiencing mental and behavioural problems including depression, anxiety, eating issues and obsessive compulsive disorder (OCD). Members can complete modules specially tailored for them by an online supporter. SilverCloud is available via NHS hospitals, trusts and clinics, plus some non-NHS organisations. It's not available to private clients.

Sleepio is an online programme that helps people overcome sleep problems. It's based on cognitive behavioural therapy (CBT) and evidence suggests it can even help people with long-term sleep problems. The course lasts six weeks, but you get one year's support from the Sleepio online community. Throughout the course you will have weekly online meetings with "The Prof", a virtual sleep expert who is there to guide you. Sleepio is being used by the NHS in a few areas as a self-help therapy for people who have a combination of poor sleep and depression or anxiety.

Cognitive Behavioral Therapy online—Cognitive behavioral therapy (CBT), is one of the most commonly used psychotherapeutic approaches for treating mental health problems. CBT online helps you to identify, challenge and overcome your dysfunctional thoughts, behaviors and emotions. Access more information about [CBT](#)

Your Health Matters



Healthy workstations

We have known for a number of years that too much sitting or standing, poor posture, poor ergonomics and task design can have a negative effect on the musculoskeletal system (Cardinus, 2017). The HSE reports that work related musculoskeletal disorders (MSDs) are one of the most commonly reported work related illness. MSDs affected 0.5 million workers in 2015-16 and resulted in approximately 8.8 million lost working days (HSE, 2016).

Exercise guidance

[Exercises to reduce musculoskeletal discomfort](#)

[Workstation exercises](#)

About Cavell Nurses' Trust

We're the charity supporting UK nurses, midwives, nursing associates and healthcare assistants – both working and retired, when they're suffering personal or financial hardship. Often due to illness, disability, older age and domestic abuse. We're a charity and we help people at no cost to them. We offer a tailored package of support to help everyone who gets in touch. Our experienced and caring Welfare Services Team gives:

- Emotional support for those in crisis
- Advice on maximising benefits
- Signposting to specialist counselling services
- One-off grants to quickly relieve financial hardship
- Rapid emergency funding for those at great risk

To find out the cost of your membership and join, contact us:

Email: workingwith@cavellnursestrust.org Website:

www.cavellnursestrust.org Telephone: 01527 595 999

John Orchard, Chief Executive johno@cavellnursestrust.org

Share your experience of Mental Health support.

Three in five young people have experienced a mental health problem. Make sure everyone is getting the right support for their mental health by taking our annual Big Mental Health Survey. It helps us understand what mental health care is like across all of England and Wales. We want you hear about your experiences getting mental health support, whether through a GP, practice nurse or voluntary organisation. We want to know even if you've tried to access these services but haven't been able to. Please click on [here](#) to find about more mental health support.

Access to Work

Access to Work is a publicly funded employment support programme that aims to help more disabled people start or stay in work. It can provide practical and financial support if you have a disability or long term physical or mental health condition.

For more information please visit [Department for Work & Pensions](#)

NHS Practitioner Health Programme (PHP)

The Practitioner Health Programme/GP Health Service is a confidential, self-referral NHS service for doctors and dentists with mental illness and addiction problems. We are committed to providing high quality, patient centred care to eligible individuals by trained professionals who understand the unique challenges faced by health professionals when they become unwell.

For more information please [visit us](#)

Your Health Matters



Supporting staff with dyslexia

Dyslexia can affect 1 in 10 people. With the right support difficulties can be overcome and the disorder does not need to be a barrier to achievement.

Understanding, openness and access to the right sources of support are the keys for anyone who may have dyslexia.

Dyslexia is recognised under the [Equality Act](#) (2010). This means that educational and workplace settings have a duty to make reasonable adjustments to ensure that those affected by dyslexia are not disadvantaged compared to their peers.

Dyslexia is a specific learning difficulty that primarily affects the ability to learn to read and spell. It often runs in families and stems from a difficulty in processing the sounds in words. Some 10% of the UK population is affected. You can find out more on the [NHS website](#).

Accessing support

For support, staff should contact access to work for guidance on workplace adjustments.

If staff or managers require any further support please contact the Employee Wellbeing Service on 0203 594 6609 or email [dyslexia support](#).

The links below may also help:

[Reemploy](#)

[British Dyslexia Association](#)

[Awareness for dyslexia](#)

New Read & Write function

To further support our staff, a new Read&Write function has just been released. In order to access this press the Start button at the bottom left of the screen, then All Programmes and then scroll down to purple icon Read&Write.

Please see user guides below that will assist in taking you through how to get the most out of this new function.

Click on the links below for:

[New OH Read&Write Client Welcome Pack.pdf](#)

[New OH Text Help User Guide.pdf](#)

The new Dyslexia Pathway

To further increase support to our staff and managers a new Dyslexia Pathway has been created to help our colleagues navigate the process by which assistance in this area can be offered.

Please click on the link below to view this process:

[NEW Dyslexia Pathway.pdf](#)



What happens in your hospital and across other sites

Physical Wellbeing

Physiotherapy Appointments
 Staff MOT appointments
 Sleep support
 Weight management
 Flu Jab,

Whips Cross

Mental Wellbeing

Employee assistance Programme –
 Mental health First Aid
 Cognitive Behavioural Therapy
 Mindfulness
 Wellbeing events
 Able Futures: 0800 321 3137

Your health matters

Supporting your health and wellbeing



Financial Wellbeing

Employee assistance Programme
 Tel: 0800 085 1376 Email: assist@cic-eap.co.uk
 Salary sacrifice Schemes
 Season Ticket Loans

General Wellbeing

Stop Smoking Sessions
 Reasonable Adjustments
 Workplace Exercise/Wellbeing classes
 Free or discounted theatre tickets offered
 Free or discounted access to big entertainment and sporting events
 Eye Van

Physical Wellbeing

Physiotherapy
 Staff MOT
 Sleep support
 Weight management
 Flu Jab

Newham

Mental Wellbeing

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 Eye Van



MAYOR OF LONDON

What happens in your hospital and across other sites

St Bartholemew's



Physical Wellbeing

Physiotherapy Appointments
 Staff MOT appointments
 Sleep support
 Weight management
 Flu Jab,

Mental Wellbeing

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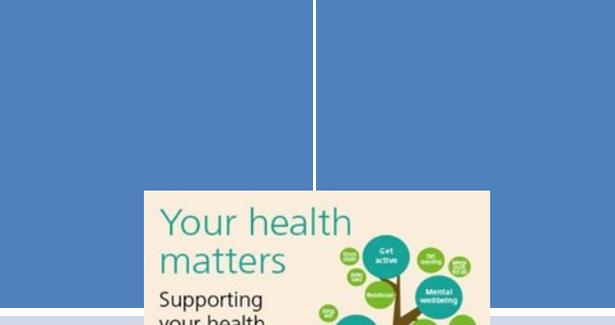
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 Eye Van

Royal London



Physical Wellbeing

Physiotherapy
 Staff MOT
 Sleep support
 Weight management
 Flu Jab

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Your EAP Programme



For Managers

CiC's Managerial Support services offer specialist resources for anyone in any kind of managerial or supervisory role. Managers have to face difficult situations every day, scenarios that we deal with include: Delivering performance reviews, resolving workplace conflict, balancing work and home life, breaking bad news, dealing with employees with addiction problems and coping with bereaved staff.

Features

- Access training and support for managerial staff at all levels
- Support managers through the process of addressing mental health issues within their teams, including referrals for counselling and consultancy related to longer term care
- Access CiC's Managerial Support Helpline to discuss sensitive situations with our senior clinicians, enabling managers to make more informed decisions
- Access services such as Mediation and more, assisting in conflict resolution and other difficult situations.

Benefits

- Will provide much-needed support for managers beyond policy and peer support
- Will support managers new to their roles, helping them to develop over time into a more valuable resource for the organisation

Your Free and confidential information, support and counselling service. All staff

CiC's UK Employee Assistance Programmes (EAP), offers everyone in our organisation access to 24/7/365 independent and completely confidential employee assistance, support and advice services.

Whatever the situation, our employee assistance programme (EAP) consultants, are fully qualified counsellors or psychotherapists, will help clarify the issues that our employees are facing and, if appropriate, put them in touch with the expert help they need.

Features of CiC's Employee Assistance Programme (EAP)

- Unlimited telephone calls to seek help and advice with personal or work-related concerns
- Individual referrals for counselling, face to face, telephone or online
- Independent Legal and Tax information and signposting
- Independent support and advice in dealing with Debt and other Money Management issues
- Support for dependants with Elder and Child Care information and advice.
- Access to our "Everyday Matters" time management and information sourcing service
- Access to a wealth of regularly updated wellbeing resources on our employee wellbeing website "Well Online"
- Additional support features for managers, whistleblowing services, specialist Cancer counselling for employees and many other additional options
- Top quality account managers will help your organisation with launch, promotion and ongoing support to ensure your employees get the most out of your EAP service.

Benefits

- Makes a positive difference in our employee's lives, showing our Duty of Care as employer
- CiC's Employee Assistance Programme will help our people stay productive, motivated and at work
- EAPs have been proven to minimise the risk of absenteeism and other disruptive effects of stress and anxiety on our employees, both in the workplace and at home

Able Futures

How Able Futures and the Access to Work Mental Health Support Service can help you and our employees

People are important to our business. Their performance can impact upon productivity and profitability.

People living with a mental health condition experience good days and bad days. On their bad days they can lose focus and find tasks difficult to complete. They may even need time off, which can harm their performance and your productivity.

The **Access to Work Mental Health Support Service** is a **Department for Work and Pensions** funded programme and is delivered by **Able Futures**, a specialist partnership in Great Britain set up to help people with mental health difficulties have more good days.

Good mental health is good for business

Able Futures provides employers with education support and resources to help them demonstrate their commitment to supporting people with mental health conditions in the workplace. There is no charge to use this service.

- Advice on supporting a worker with a mental health condition
- Education and a toolkit for you, your colleagues and your leadership team

Internal promotion of an easy-to-use service for our employees

Individual Support

If you live with mental health difficulties, you know there are good days and bad days. You also know the bad days can affect you at work. You probably find it hard to focus or perform at your best.

The aim of **Able Futures** is to help you enjoy more good days. **Able Futures** delivers the **Access to Work Mental Health Support Service**, a wide range of first-class support from qualified health care professionals. The service is fast, flexible and, best of all, there is no charge to use this service.

Enjoy more good days

If you struggle with mental health difficulties it may mean you have more bad days than good days. We can help you manage your mental health at work so you can enjoy more good days.

Call Able Futures free on **0800 321 3137** from 8am to 10.30pm, Monday to Friday or [apply online](#).

Am I eligible for support?

The Access to Work Mental Health Support Service is funded by the Department for Work and Pensions meaning there is no charge to you to use this service. It could be available to you if you can answer yes to the following questions:

- Are you aged 16 or over?
- Are you in/about to start work?
- Do you live in Great Britain?
- Do you have mental health difficulties that impact upon your work?

This list is not exhaustive and it is ultimately up to the Department for Work and Pensions Access to Work Mental Health Support Service adviser to determine eligibility.

Able Futures is designed around you, your needs and your daily routine. It is available over the phone, through email and face-to-face meetings.

What's more, there is no waiting list for the Access to Work Mental Health Support Service. So, once you have signed-up, you will get a call within one working day.

Salary Sacrifice Schemes

Salary Sacrifice Schemes, what is this ?

A salary sacrifice arrangement is an agreement between an employer and an employee where the employee gives up some of their contractual entitlement to salary in return for non-cash benefits. This includes Childcare vouchers (Now closed), lease car scheme and Cycle to Work schemes.

As salary is sacrificed before deduction of tax, NHS Pension contributions and National Insurance contributions (NIC) you should fully consider the impact of paying less NHS Pension contributions and/or NIC before making a salary sacrifice.

If taking out a salary sacrifice arrangement takes your pay below the legal National Minimum Wage then you will not be able to participate.

State Pension and benefits. Your State Pension and contribution related benefits may be affected if you pay less, or no, National Insurance contributions. For more information go to [HMRC - benefits](#).

Tuskers—Lease Cars

It's a totally simple idea – your employees can choose to use some of their salary before it's taxed in exchange for the use of a brand new car. We've thought of absolutely everything to protect you against the cost of employees going on maternity, paternity or adoption leave, sick leave, resigning, or being made redundant. And it's great for your carbon footprint too as new cars are the greenest on the market with lower CO2 emissions. Plus we offset the carbon for every Tusker car - to make it carbon neutral. So it's totally brilliant for the environment – in the office and on the planet.

The scheme is simple - like Cycle to Work and similar schemes, employees offset some of their salary in return for a brand new full maintained and insured car. It's a great perk and means employees can enjoy a nice new set of wheels without any deposit or on-going running costs including road tax, insurance, MOTs, breakdown assistance and repair bills. It really is the easiest way to run a brand new car.



Your Home Electronics scheme allows you to enjoy the latest technology in a more affordable way.

Our Home Electronics scheme helps you afford the things that matter to you as it is a salary sacrifice initiative. You can save up to 12%* through our scheme on the most extensive range of products from the UK's leading technology retailer. Plus, if you contribute to the NHS Pension Scheme you can save up to 20%*. Simply browse for products online through the Vivup portal to order the latest in computing, mobile, imaging, home cinema, domestic appliances and much more.

Apple (11)
Audio and Headphones (316)
Bike Tech (20)
Cameras and Camcorders (178)
Computing (280) Laptops, Desktop PCs
Computing Accessories (563)
Home Appliances (200)
Household Appliances (714)
Mobile Phones (177)
Phones, Broadband and Sat Nav (196)
Smart Tech (136)
TV And Home Entertainment (365)

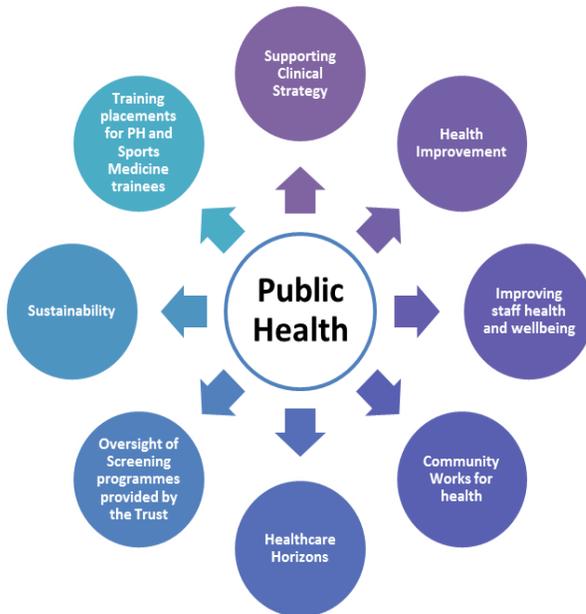
Entering into a salary sacrifice arrangement reduces gross pensionable pay, thereby reducing the benefits that are built up for that period. This means that the occupational pension you receive when you retire could be lower than the amount you would have received had you not participated in the salary sacrifice arrangement .

Is it in everyone's interest to enter into a Salary Sacrifice Scheme?

No, your personal circumstances may mean that it is not beneficial for you. This is more likely to be the case for those on low income affected by Working Tax Credit which may cancel out the savings on Income Tax and National Insurance contributions. Employees in receipt of Working Tax Credit should seek advice from the Inland Revenue on 0345 300 3900 or www.gov.uk/browse/benefits/tax-credits.

Public Health

The Public Health team delivers a broad programme of work to improve the health and wellbeing of staff, patients, visitors and the wider local community in East London and reduce inequalities.



Supporting clinical strategy through equity of care and integrating prevention into clinical practice

Equity of care

Many of the communities that Barts Health serve are ethnically diverse and highly deprived. Although health is improving there are still big health inequalities compared to the rest of London and nationally.

An equity data working group was set up in 2017 to investigate inequalities in the care we provide. For example: looking at 28 day re-admissions by protected characteristics.

The aim is to improve quality and achieve equity of care by providing an inclusive service. This is done by monitoring patient data to shape the Trust's approach to understanding, achieving and measuring equitable access and outcomes for patients.

Integrating Prevention into clinical practice

East London has high smoking prevalence and high admissions relating to alcohol consumption therefore screening patients for tobacco and alcohol risk levels is really relevant to our local population

Screening needs to be integrated in a sustainable way so that brief interventions happen as part of routine clinical care so we can really make a difference

Training is provided to clinical staff to deliver brief interventions; IT systems have been updated so it is easy to record tobacco and alcohol information, make referrals and also use data to make timely interventions to improve clinical practice.

We also provide leadership and system change in terms of prevention, especially in relation to the NHS Long Term Plan.

Health Improvement

Tobacco and Alcohol

Aiming to increase the number of people who smoke stop through evidence based interventions and support patients in reducing their risk of harm from alcohol

Supporting national and local campaigns

Improving the smokefree status of our sites to protect the health of staff, patients and visitors from second hand smoke.

Inpatient stop smoking pilot started in January 2018 at the RLH on 5 inpatient wards to measure the impact of behavioural support in addition to nicotine replacement therapy for our inpatients, to further support their quit attempt.

2499 people were referred to

stop smoking services in 18/19!

Air Quality

Working in partnership with our local boroughs to run air quality workshops line with the new 'Clean Air Hospital Framework' in order to improve air quality around our hospital sites.

Anti-idling campaign planned for Clean Air Day in June

Working with sites to improve air quality as well as staff health and wellbeing through active travel.

Public Health—Continued

Improving Staff Health and Wellbeing

Supporting the corporate health and wellbeing programme to help staff improve their health and wellbeing

Staff health and wellbeing is a key part of the Public Health vision. We employ approx. 16,000 members of staff and there is a body of evidence that links a healthy, fit and engaged workforce to better health outcomes for patients, reduced infection rates and patient satisfaction.

Public Health organises the Trust wide 'Health and Wellbeing Committee' and contributes to the 'Your Health Matters' programme of work in partnership with other departments such as the Employee Wellbeing Service and Moving & Handling.

Encouraging and enabling staff to increase their levels of physical activity

A host of regular classes, such as yoga and zumba, are arranged across the Trust. The classes are reviewed to ensure that the needs of staff who want to get active are met.

Football Tournaments and other external events are also organised to further engage different staffing groups.

In addition we work with the sustainability team and estates to improve facilities to allow staff to use active travel methods of getting to work (e.g cycling or walking).

Improving the mental health and wellbeing of staff

A number of employees have become workplace 'Mental Health First Aiders' and further training has been planned in conjunction with the Employee Wellbeing Service to expand this programme; Mental Health First Aid is a training programme that extends the concept of first aid to include mental health issues.

Public Health also develop contacts and liaise with London Theatres to secure heavily discounted or even free theatre tickets for all staff. Tickets range from popular West End shows to plays and musicals in local theatres. This helps further

Reducing health inequalities and making a difference to local people's lives through local employment, supported employment and awareness of careers in the NHS

Community Works for Health

Raising employment rates in areas with challenges associated with a low socio-economic status by providing local people with pathways into lower banded roles in the Trust through:

a Talent Pool approach for local job ready candidates who are primed to apply for Band 2-3 positions

an Apprenticeship route for younger candidates who can apply for a minimum of a 12 month position whilst working towards a learning framework.

All candidates pass functional skills assessments at NHS Information Days and then receive a short induction course and a placement if necessary before applying for a job or apprenticeship opportunity. Processes are in place to increase the number of vacancies received by the programme at Band 2-3 with discussions around how the process and partnership between the programme and the HR Recruitment Team can be more effective.

The programme has continued its effort to capture quality candidates from the east London catchment areas, working closely with key referral and training partners; Workplace, Workpath and Waltham Forest Adult Learning Services from core areas; Newham, Tower Hamlets and Waltham Forest respectively.

Healthcare Horizons

The Healthcare Horizons programme is helping young people in east London to take the first steps in NHS careers in healthcare and health sciences. The programme is working with secondary schools and colleges within Hackney, Tower Hamlets, Newham and south of Waltham Forest. Run by Barts Health NHS Trust and Barts Charity, supported by JPMorgan Chase Foundation, *Healthcare Horizons* is enabling students to learn more about different health professions, access higher education and secure employment/ apprenticeships within the NHS.

Through our work we aim to encourage and help young people from our local communities to make the first step on their exciting career in the health sector through; Increasing awareness of NHS careers.

