



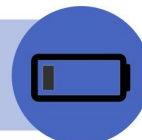
Your Weekly NEWS

Am I really OK?

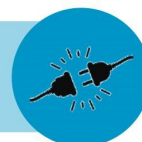
Do you feel **A LACK OF FEELING OF ACCOMPLISHMENT** or feeling **INEFFECTIVE** in what you do?



Do you feel **EMOTIONAL EXHAUSTION** - like you have nothing left to give?



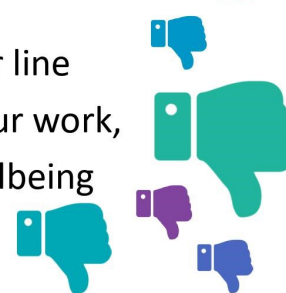
Do you feel **DISCONNECTED** from the relationship of caring for the patient, family and colleagues?



Do you feel **WITHDRAWAL**, from social events and loss of interest in activities previously enjoyed?



If you answered YES to any of the above, talk to your line manager or someone you trust about the impact on your work, and make a referral to the Occupational Health & Wellbeing Department.



What Help's Available

NHS Helpline

Call on 0300 1317000 between
07:00 & 23:00 or Text
'FRONTLINE' to 85258 24/7

Cancer Care

Therapy Services available to
all NHS staff - Call on 03330
150628 or 01524 381820



Occupational Health



The OH service offers a range of therapies,
referral, both self and management

**For more info please call 01524 512290 or
email occhealth.referrals@mbht.nhs.uk**

Mental Health First Aiders



We currently have 54 Mental Health First
Aiders in our Trust to support and signpost
anyone to appropriate help if required. Please
visit the OH & WB page and select Mental
Health First Aiders

Coping with Stress During COVID-19

It's normal to feel sad, stressed, confused, scared or angry during a crisis. Try to put aside some time each day to check in on your sense of wellbeing and the clarity of your thoughts.

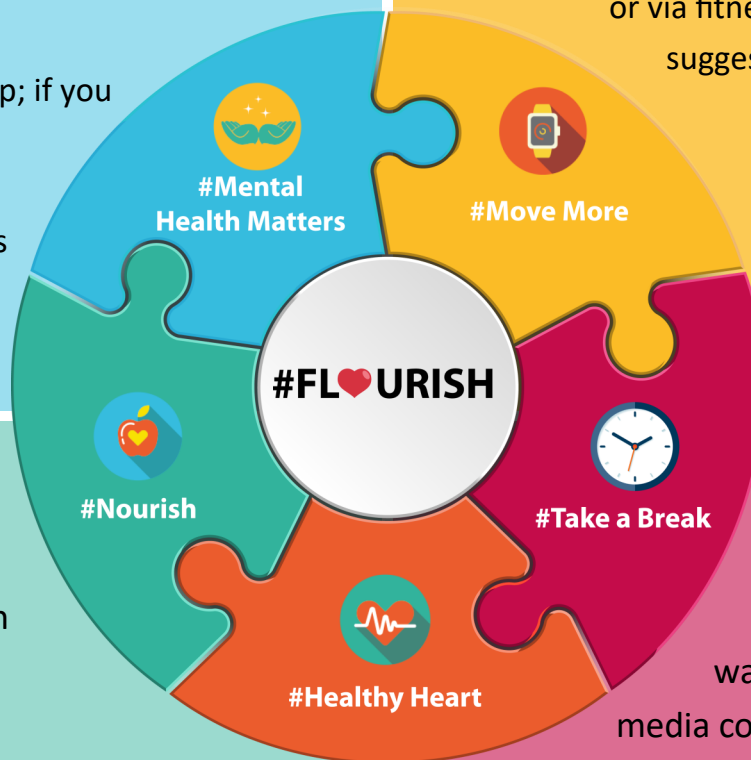
Talking to people can help; if you are living on your own, it is important to keep in touch with family, friends or neighbours on the telephone, using video

Maintain a healthy lifestyle, including eating a balanced diet and aiming for between 6-9 hours of sleep each night.

Try to avoid smoking, drinking excessive



Regular exercise can help to relieve anxiety and improve wellbeing. Try to keep active by going on a daily walk, run or bike ride. There are also home workout videos available on YouTube, Instagram, or via fitness apps which can provide suggestions for exercise routines and help you to keep fit.



Try to limit worry and anxiety by lessening the time that you and your family spend watching or listening to the media coverage that you perceive as upsetting.



Try to look out for your physical and mental health at this time. Wash your hands regularly and only leave your house if absolutely necessary in order to limit the chance of infection. Draw on skills that you have used in the past to manage adversity and help you to manage your emotions.

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Breathing Techniques for Anxiety

This calming breathing technique for stress, anxiety and panic takes just a few minutes and can be done anywhere

Box Breathing

You will get the most benefit if you do it regularly, as part of your daily routine.

You can do it standing up, sitting in a chair that supports your back, or lying on a bed or yoga mat on the floor.

Make yourself as comfortable as you can. If you can, loosen any clothes that restrict your breathing.

If you're lying down, place your arms a little bit away from your sides, with the palms up. Let your legs be straight, or bend your knees so your feet are flat on the floor.

If you're sitting or standing, place both feet flat on the ground. Whatever position you're in, place your feet roughly hip-width apart.

If you're sitting, place your arms on the chair arms.

Technique

1. Let your breath flow as deep down into your belly as is comfortable, without forcing it.
2. Try breathing in through your nose and out through your mouth.
3. Breathe in gently and regularly. Some people find it helpful to count steadily from 1 to 5. You may not be able to reach 5 at first.
4. Then, without pausing or holding your breath, let it flow out gently, counting from 1 to 5 again, if you find this helpful.
5. Keep doing this for 3 to 5 minutes.



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Helping Children to cope with Stress During COVID-19

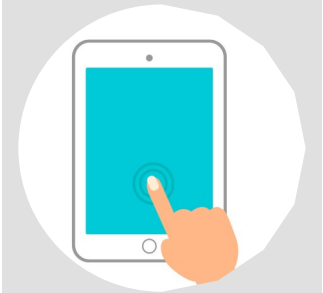
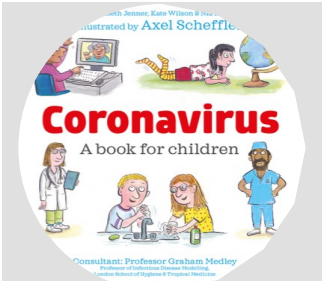
This may be a very unsettling time for children. Try to talk openly about the Coronavirus with children and explain what is happening in a way that is appropriate for your child's age. A book for children aged between 4-9 years old has been released on nosycrow.com to support parents in talking to their children about COVID-19

Children may respond to stress in different ways, such as being more clingy, anxious, withdrawn, angry, agitated or bedwetting. Try to respond to your child's reactions in a supportive way and encourage them to express their emotions. If children find it difficult to articulate their thoughts and feelings, encourage them to do this creatively, for example by drawing or painting pictures of their ideas.

Playing games and exercising regularly relieve anxiety and improve mental wellbeing. Try to provide safe opportunities for your children to go outside for exercise, for example on a daily walk or bike ride as a family. There are also a large number of resources available online, such as the **Joe Wicks PE videos on YouTube**

Try to keep regular routines and schedules as much as possible, or create a new weekly timetable, including time set aside for learning, exercise, playing and relaxing. Websites such as [twinkl.co.uk](https://www.twinkl.co.uk) have lots of resources and ideas which can support parents with home schooling. There are also lots of ideas for fun games and activities on [bbc.co.uk/cbbc](https://www.bbc.co.uk/cbbc)

Try to keep children close to their main caregivers and avoid separating children from siblings or parents as much as possible. If separation occurs—for example from hospitalisation or isolation of symptomatic family members.—ensure that children can maintain regular contact with them via telephone or video calls.



Domestic Violence



For every seven victims of domestic violence in the UK, 4 will be female and 3 will be male

There was a total of **1,316,800** domestic abuse-related incidents and crimes recorded by the police in England and Wales in the year ending March 2019 (an increase of **118,706** from the previous year)

Of these incidents

746,219

were recorded as domestic abuse-related crimes (57% of the total number of incidents)

Tips to help domestic Violence

Acknowledge that they are in a very difficult & scary situation, be supportive & listen.

Be non-judgmental

If they end the relationship, continue to be supportive of them.

Encourage them to participate in activities outside of the relationship with friends and family

Help them develop a safety plan

Helps Available

National Domestic Abuse helpline: 0808 200 0247 | **Women's Aid:** www.Womensaid.org.uk |
Respect Men's Advice Line, helpline: 0808 801 0327 | **ManKind Initiative:** 01823 334 244

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Trauma Response Network For NHS Staff

TRN / EDMR

TRN is a registered charity that was set up 12 months after the Manchester bombing. It provides free and anonymous trauma support by qualified EDMR therapists. TRN is endorsed and supported by the EDMR Association UK. They are currently offering FREE therapy to support people online suffering acute anxiety or PTSD due to Coronavirus (COVID-19).

What is Trauma & Post Traumatic Stress Disorder (PTSD)?

A psychological trauma may occur when you directly experience or witness a single or repeated event that is so overwhelming the brain may not be able to process what happened. Not only those who were directly involved, but also the friends, family, community, and emergency service personnel can be affected and suffer with traumatic stress symptoms. The impact of a traumatic event on people is usually different in the immediate aftermath than later on. In the earlier stages typical and normal reactions include:

- Feeling numb, stunned, shocked or dazed
- Intense feelings of helplessness or fear
- Difficulties connecting with life around you and poor concentration
- Denial – not realising that something terrible has just happened.

What is Eye Movement Desensitisation and Reprocessing (EDMR)?

EMDR is an effective, powerful and gentle therapy with a strong research base. It is one of only two treatments approved by NICE for symptoms of psychological trauma and is recognised by the World Health Organisation as an effective therapy for people who have experienced traumatic events.

EMDR therapy seems to unfreeze the memory by stimulating alternating left-right parts of the brain with eye movements, taps or sounds (bi-lateral stimulation).

Through this process, memories of the past distressing event (sights, sounds, smells, taste, beliefs and feelings) lose their physical and emotional intensity, appear less vivid, don't intrude unexpectedly and seem like normal memories where the past feels like the past.

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Trauma Response Network (TRN)

For more information on TRN or to register please visit:

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





Resources Available for Staff

Headspace - If you are an NHS Employer with a NHS Email address you can access Headspace Plus at no cost until December 31st 2020. Weathering the Storm - includes meditations, sleep and movement exercises to help you out, however you're feeling. **To register visit their website: <https://www.headspace.com/nhs> and follow the instructions on the page.**

Sleepio & Daylight - Free access to Sleepio and Daylight is active now until 31st December 2020. This is available to all NHS staff in England, including those who do not currently have an NHS email address, such as medical students and former staff returning to the workforce.

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

To sign up visit there website: <https://go.bighealth.com/en-gb/nhs-staff> and follow the instructions on the page.

Unmind - Free access for NHS workers during the COVID outbreak. Unmind is a workplace Mental Health platform. They empower organisations and employees to measurably improve their Mental Wellbeing. It could be sleep, stress, productivity, or even your ability to support others during a difficult time – all delivered in bite-sized chunks through audio, video, and interactive content. **To register visit their website: <https://nhs.unmind.com/signup> and follow the instructions on the page.**

Move GB - Are offering you a free MoveGB membership to allow you to join live streamed classes hosted by their local instructors, plus get access to on-demand workouts so you can workout anytime that suits you. **To register visit their website: <https://go.movegb.com/nhs> and follow the instructions on the page.**



Be KIND to yourself and colleagues



15 FREE Ways To Relax, Feel Good & Look After Yourself During Lockdown

Pay Attention to the Present Moment

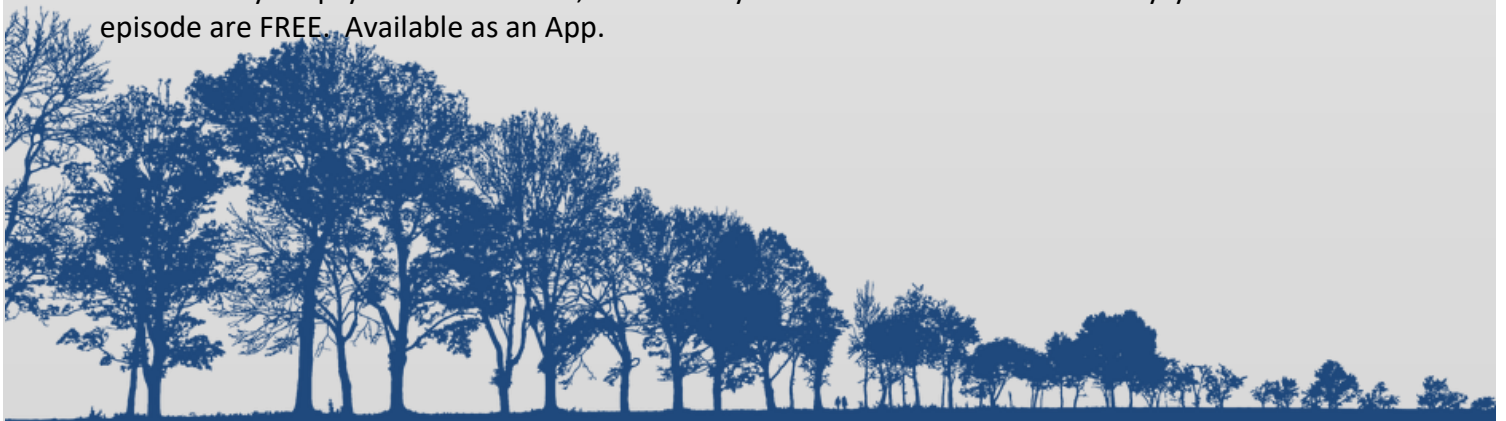
Remember an empty tank will take you nowhere, so make sure you refuel...

- **Meditation: Insight Timer** - has over 30,000 FREE Guided Meditations. Also available as an APP
Website: <https://insighttimer.com/>
- **Meditation: Normally Calm** - has limited FREE options. FREE Mindfulness Resources and Mediations via the website: <https://www.calm.com/blog/take-a-deep-breath>
- **Mindfulness: Headspace** - Known as a gym membership for the mind. It has a FREE basics course that will teach you all the essentials of mindfulness. Weathering the Storm, to help those who may be struggling during COVID. Website: <https://www.headspace.com/register>
- **Mindfulness: Apps for Children** - [Zen Studio mindfulness for kids](#) - Colour geometric shapes while listening to calming music. [Wellbeyond Kids Mindfulness Meditation](#) - focuses on sleep, kindness, feelings, focus and centring.
- **Colouring & Drawing** - Mellow out with some simple adult colouring to help you block out all that's going on and truly focus on the present. [JustColor.net](#) has over 1,500 free colouring drawings.

Be Physically Active for FREE

Focus on fitness that is good for the mind as well as the body...

- **Yoga** - With Adriene is a popular channel for all kinds of levels. Try the 30 day Yoga challenge. Website: <https://www.youtube.com/user/yogawithadriene>
- **More Yoga** - FREE sessions including Low Mobility, Destress and Decompress, Baby and Me and Yoga Jam with live musicians Slow Down and Surrender. Website: <https://www.youtube.com/channel/UCsBZquOOsNPrQyUNh30rhiA/videos>
- **Walking, Running or Cycling** - People often recommend going for a walk or run to lift your spirits. A podcast by the NHS called 'Couch to 5k' is a nine-week programme which gradually lets you work towards a 5k run. Available as an App.
- **Starva** - Is an App people use to track their journeys when walking, running or cycling.. The social side works well too, it's easy to check out each other activities and offer encouragement. Available as an App.
- **The Walk** - For more interactive fun, there is a fitness tracker called the walk . It's a interactive story game where every step you make counts, the more you walk the more of the story you unlock. The 1st 5 episode are FREE. Available as an App.





15 FREE Ways To Relax, Feel Good & Look After Yourself During Lockdown

Learn a New Skill

Some examples of what you can do for FREE...

- **Photography Classes** - Nikon are offering a FREE online photography course via video calls via its Nikon School Online. Each Class lasts 2 hours including Getting Started with DSLR, The Art of Photography.
- **Learn a Language** - FREE Learning Tool Duolingo, via Apple App, Android or Windows. Pick up and practice phrases from a mix of learning methods. Website: <https://www.duolingo.com/errors/not-supported.html>
- **Create and Cook New Recipes** - Discover coking again. Find tasty recipes on BBC Good Food, Jamie Oliver, Joe Wicks the Body Coach and popular videos tutorials at Tasty.
- **Gardening** - Be at one with nature and get yourself some green fingers. The University of Cambridge has released a Blog on: Gardening and Wellness: Connect to nature during lockdown. Explore a virtual tour of it botanical garden, join it's weekly garden club with its Horticultural Learning Coordinator Sandie Cain, showing you how to grow your own veg.
- **Get a FREE Qualification** - The World Wide Web really has everything. You can gain an industry recognised qualification from the comfort of your own home through Open Learn, which has almost 1,000 FREE Online Courses. Website: <https://www.open.edu/openlearn/free-courses>



All information & many more apps are available on the website:

<https://www.moneysavingexpert.com/deals/deals-hunter/2020/04/free-ways-to-relax-feel-good/>

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Making Decisions Under Pressure

A guide for Leaders & Managers that aims to highlight the factors likely to enhance or impair decision-making under pressure; as well as some specific techniques which can help. Since the start of March 2020, managers across the health & social care system have been making the most difficult decisions of their lives.

What are the particular difficulties?

It is well established how fallible human decision-making is, even when conditions are favourable. So, under the pressure of time & resource constraints, fatigue & ethical complexity it is expected that judgement becomes difficult. Factors we need to factor-in with pressurised, high stakes decision-making are:

- A drop in judgement quality & productivity when we attempt to multi-task
- Serotonin imbalance (whether through hunger, fatigue or natural light deprivation) has been linked to rushed & less considered decisions
- Finally, but perhaps most significant for health & social care managers, in the current context there is a high probability of dilemmas where personal values & available options are in conflict.

What can help?

- Take account of the reality that in crisis conditions perfect judgement will rarely be possible. Clinicians & managers will face situations where their best guess is better than no decision at all.
- The need for fine judgements can be reduced by creating, sharing & using evidence-based guidelines – carefully considered frameworks & checklists for procedures .
- **Step back from the Fog** - Pressure clouds judgement & increases the heart rate. It is usually possible in the heat of the moment, to step away & give yourself a little more time.

Stop – Breathe – Reflect – Choose

- **Surface the Tensions** - Difficulty in decision-making often stems from imperfect data or information overload. Both can mask important underlying issues.
- **Empower your Team** - Although many decisions rest with you, that does not mean you have to make them alone. Be inclusive. Create the conditions that allow every individual in your team the space & confidence to have a voice. Do not assume that the most senior, most experienced individual in the room has the best plan.
- **Prepare to Adapt** - Flexibility is required in the face of constantly changing conditions, & continual evolution in our understanding of what works. Strong routines for de-briefing & sharing good practice will foster an adaptive capacity in your team which might save lives.

Remember that now more than ever a safety & learning culture is vital. All staff should feel able to raise concerns safely. In crisis conditions, you will rarely have all the levers at your disposal to deliver a perfect solution. Your aim should always be to make decisions in good faith, based on the best information you have available at the time.

Conversations about Painful Subjects

As a line manager with a duty of care to your team members you are very well placed to have supportive & helpful conversations with staff about their past experiences – good & bad.

Your role as a leader is to create compassionate confidential spaces for people to talk to you when they wish to, & to help people seek more specialised help should you both agree it might help. Creating the culture for regular spaces to talk means that people can choose to release stress over time, & when the time is right for them.

Trauma & Moral Injury



It's helpful for non-specialists to understand a bit more about trauma.

- **Trauma** can be defined as the experience & effects of overwhelming stress. Trauma overwhelms a person's ability to cope when faced with threat, or when they believe there is a serious threat confronting them.
- **Moral Injury** is defined as "the psychological distress which results from actions, or the lack of them, which violate someone's moral or ethical code". Those who develop moral injuries are likely to experience negative thoughts, often about themselves & others involved in the traumatic incidents which have triggered their distress. These can range from guilt & shame, through blame & disgust towards others, to fear & loss of self-confidence.

Trauma, & the distress it causes, is determined from the perception of threat rather than by the magnitude of the event/s. This means that it can arise from what may appear to the outside observer to be relatively minor triggers.

'The role of perception reveals why contrasting experiences can be traumatic, & why some experiences may be traumatic for some people & not for others. Differences between people & context, such as a person's, prior experience/s, & the extent & duration of the stress affect a person's capacity to respond. So, too, do their resources, including their internal resources.'

This point is very significant & underlines the importance of hearing accounts of trauma & moral injury in a non-judgemental way, respecting the staff member's experience & narrative. In addition, it relates to the complexity of some experiences of trauma which will require patient listening & a degree of skill in structuring conversations.



Remember, as Managers & Leaders we are often not privy to the experiences that our staff have been subject to in their personal & work lives. We are all at risk of trauma & moral distress. This does not make one person stronger/weaker than another.

Social interactions are a critical part of the recovery process, and interactions with non-clinicians (family, friends, colleagues) can have significant positive influence. Remember, find out what your staff and team need. Don't make assumptions, remember how different we all are.

Conversations about Painful Subjects

Talking about Trauma



A useful framework to have in mind when planning & conducting a conversation about painful past occurrences is offered by Fallot & Harris. The following guidelines are based on this framework.

- Safety applies to **Physical Space** - The building & room; the 'place' in which you are speaking & the **Emotional Space** - The atmosphere & comfort levels, your own & those of the person to whom you are speaking.
- Consider the nature of your relationship to the person you are concerned about & its possible implications for your conversation. Ask yourself "In light of my relationship, or lack of relationship, with this what steps can I take to help the conversation go well?"
- Choose your moment carefully if you are initiating the contact – respect the staff member's preferences regarding the time, location for the conversation, etc. if you can.
- Your approach & style should be **empathetic** at all times.
- Tune in to their **verbal & non-verbal communication**.
- **Listen** to & validate the person (don't talk over them or contradict them).
- Not knowing what to say can be a positive. Sometimes words don't help when responding to deep distress. It's okay to say; "I don't know what to say".
- When you listen **compassionately**, tune in, you are present & express your support through your non-verbal communication, you will help the person feel safe.
- **Recognise signs of stress** (which may take the form of visible agitation, such as accelerated pace, raised voice OR silence, glazed expression & 'shut down'). If you can – often by allowing a pause or break – gently help them restore equilibrium if their stress levels become high.
- If the person initially says they are "okay", but you are still concerned, you can gently ask a second time as the first response may be automatic. Do not persist if the person is reluctant or insistent.
- **Don't give advice** unless you are asked for it (e.g. avoid saying "Have you tried...?")
- Inquire about who the person might call upon for the kind of support they need, & be prepared to **signpost relevant services** such as Occupational Health or Psychological Support where appropriate.
- Try to ensure the person does not leave the conversation in a distressed state.



A REMINDER: You are not expected to diagnose or treat trauma. Your role as a leader is to create compassionate confidential spaces for people to talk to you when they wish to, & to help people seek more specialised help should you both agree it might help. If the person you are leading refuses help, but you are very worried about them, your Occupational Health team &/or Human Resource team can advise you.

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Communicating with Children about COVID-19

News about the coronavirus pandemic is everywhere.

What you can do is to help minimise the negative impact it has on your children. You can do this through open and honest conversations at home. Here are some top tips:



1. Acknowledge it's OK to be Concerned - Go through all their concerns and questions with them. You would want them to leave the conversation realising that, although bad things can happen, many people including world-leading experts are working very hard to reduce the impact of the pandemic, so they



2. Find the Balance in Consuming News - Small doses of real-life news from trustworthy sources are really helpful. Lots of exposure can do harm, because children can become fixated on a news story and repeatedly look at news coverage relating to it. The important thing here is balance. Force-feeding news to children or going to great lengths to shield them from it, can be unhelpful. Avoid turning the television off or closing web pages when they come in to the room. This can spark their interest in knowing what's really going on – and that



3. Let them know the Facts and offer Safety - If children have access to clear and honest explanations of what is happening, and they know it's okay to talk about the pandemic, no matter how scary, then it can give them the confidence to reach out to you. All children want to know that their parents can keep them



4. Talk about Vulnerability and Responsibility - Explain to your children what it means to be vulnerable.

Vulnerability is not weakness; it is a natural response to experiencing uncertainty and risk and being emotionally exposed.

You may be feeling vulnerable as a parent in having this conversation with your child. Try to acknowledge this and offer them a lot of time for discussion and support from you. Talk to your children about what it means to be vulnerable (i.e. belonging to a high risk group as defined by the NHS) in the context of the

The best way to communicate safety is by talking about worrying news with open, confident, clear and truthful facts. Talk to them about what they can do to look after themselves and others, explaining the importance of hand washing, for example.

Information from Mental Health Foundation: <https://www.mentalhealth.org.uk/coronavirus/talking-to-children>

Myth Busters

1.

FACT: Drinking Alcohol **DOES NOT** protect you against COVID-19 & can be dangerous. The harmful use of alcohol increase your risk of health problems.

2

FACT: Thermal scanners **CANNOT** detect COVID-19. Thermal scanners are effective in detecting people who have a fever (i.e. have a higher than normal body temperature). They cannot detect people who are infected with COVID-19.

3

FACT: 5G mobile networks **DO NOT** spread COVID-19. Viruses cannot travel on radio waves/mobile networks. COVID-19 is spreading in many countries that do not have 5G mobile networks.



4

FACT: Adding pepper to your soup or other meals **DOES NOT** prevent or cure COVID-19. Hot peppers in your food, though very tasty, cannot prevent or cure COVID-19. The best way to protect yourself against the new coronavirus is to keep at least 1 metre away from others and to wash your hands frequently and thoroughly.

5

FACT: There are currently no drugs licensed for the treatment or prevention of COVID-19. While several drug trials are ongoing, there is currently no proof that hydroxychloroquine or any other drug can cure or prevent COVID-19.

6

FACT: Spraying & introducing bleach or another disinfectant into your body **WILL NOT** protect you against COVID-19 & can be dangerous.

7

FACT: COVID-19 **IS NOT** transmitted through houseflies. To date, there is no evidence or information to suggest that the COVID-19 virus transmitted through houseflies. The virus that cause COVID-19 spreads primarily through droplets generated when an infected person coughs, sneezes or speaks.

8

FACT: Exposing yourself to the sun or to temperatures higher than 25C degrees **DOES NOT** prevent the coronavirus disease (COVID-19)

9.

FACT: Taking a hot bath **DOES NOT** prevent the new coronavirus disease

10.

FACT: Eating Garlic will **NOT** prevent you from catching COVID-19





Support & Help Available

There may be times when we need some extra support to get through - it's okay to ask for help, and there's lots of support out there.

Within the Trust

HELP AND SUPPORT

Occupational Health	Internal 42290 External 01524 512290
Mental Health First Aiders	Nicola Harvery & Pete Sariwee - Internal 42290 - External 01524 512290
Respect Champions	Karl Hinchliffe - 07970 204132 Email: Respect.champions@mbht.nhs.uk
Freedom to Speak Up Guardian	Heather Bruce - heather.bruce@mbht.nhs.uk
Ask Sami:	Internal 49700 External 01524519700 Email: ask.sami@mbht.nhs.uk

External Help & Support

NHS Helpline	0300 131 7000 between 07:00 & 23:00 Text: FRONTLINE to 85258 24/7
NHS Mental Health Helplines	www.nhs.uk/conditions/stress-anxiety-depression/mental-health-helplines/
Mental Health UK	Supports people affected by Mental Health https://mentalhealth-uk.org
Cancer Care	Therapy Services for all NHS staff, doesn't not need to be a cancer related concern 03330 150628 or 01524 381820
Trauma Response Network	Register or for more information visit https://
Samaritans	01524 61666 or call FREE on 116 123
Mind	0300 123 3393 or https://www.mind.org.uk

Occupational Health & Wellbeing

Counselling	Cognitive Behavioural Therapy (CBT)
Hypnotherapy	TRiM
Mental Health First Aiders	



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