

October

2022 Well Newsletter

Featured this month:

- National Staff Survey (NSS)
- **#Flourish this winter campaign**
- Stoptober
- Mental Health Day
- Breast Awareness Month
- NHS discounts and offers

Happy

Halloween



#FL  **URISH** this winter



Bay Health &
Care Partners
delivering





Ray Olive
Assistant Director of People & Organisational Development



Welcome to the October 2022 edition of the University Hospitals of Morecambe Bay NHS Foundation Trust staff health and wellbeing newsletter, which includes a variety of topics relating to health and wellbeing to support our colleagues, their friends and families.

This month's edition is focussed on the Flu and Covid vaccination programme rollout which are offered and advised for all Health care workers.

There is also new information on financial support during the ongoing cost of living crisis.

This month is Menopause awareness month and we have provided lots of information and links to helpful websites, as well as our own menopause course held here at the trust.

With winter on the way we are launching our **#Flourish this winter** campaign - take a look at pages 5 - 8 for some helpful information to keep your mental and physical health well during the up-coming winter season.

We wish you a happy and healthy October, and Happy Halloween!

With best wishes

Ray Olive



The 2022 NHS Staff Survey – Your voice counts!

We each have a voice that counts, and the NHS Staff Survey, which is run every year in partnership with trade unions, is one of the best ways for you to have your voice heard about your job, your organisation and the NHS.

By taking part in the survey, your views will be heard by your organisation, region and key decision makers nationally and used to inform policy and improvements around your priorities such as safety, wellbeing, working decisions and pay. By completing this survey once, your voice will be heard by numerous data users.

The survey questionnaire aligns with the NHS People Promise. The themes and words that make up the People Promise come from those who work in the NHS and detail what matters most to them, and what would make the greatest difference in improving their experience in the workplace. By taking part, you can help us to understand what it's really like to work here, improve the experience of working in the NHS for everyone, and ultimately help to improve patient care.

This year, eligibility to participate in the NHS Staff Survey is being extended to bank only workers. The inclusion of bank only workers in the NHS Staff Survey will help to improve the working experience of bank only workers and will help influence positive changes that will ultimately improve patient experience and outcomes.

NHS Staff Survey 2022

By giving just 15 minutes of your time you can help make the NHS the workplace we all want it to be.

Complete the survey to have your say



We each have
a voice that counts

What you need to do:

From Tuesday 20 September 2022 UHMBT colleagues will receive an email with their own unique link to the survey. It takes roughly 15 minutes to complete and you can ask your manager for some time to complete it within work hours. You can also forward the survey from your UHMBT account to your personal email if you wish to complete on a different device. Please note, our Estates and Facilities colleagues will receive paper copies of the survey this year, but these will also contain a unique QR code which you can use to complete the survey online if you would prefer.

As with previous years, we have chosen an external company called Picker to collate and analyse responses on our behalf, and they won't share individual responses with the Trust. This means that your responses in the NHS Staff Survey are entirely confidential.

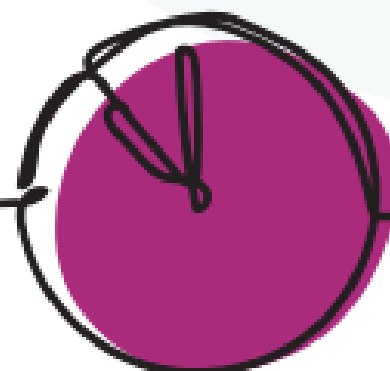
If you have any queries or would like any support to complete your survey please email StaffSurvey@mbht.nhs.uk

Information about the survey is available at www.nhsstaffsurveys.com.

Did you know the NHS Staff Survey...



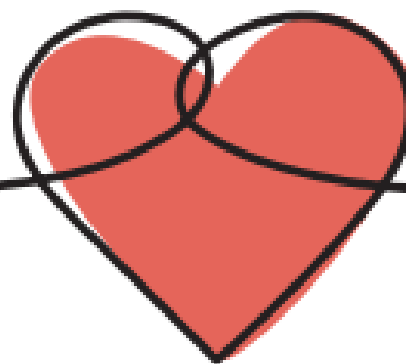
... is **completely confidential**. What you say is kept anonymous.



... only takes **15 minutes** to complete and can help make the NHS the workplace we all want it to be.



... is one of the **biggest employee surveys** in the world.



... is aligned to the **People Promise**. This sets out, in the words of our NHS people, the things that would most improve our working experience.



... is used to better understand the experiences of our NHS people and to **see where more change is needed**.



... is an official statistic, run independently to the highest standards of **quality and accuracy**.

Complete the survey to have your say

Going live from 20th September 2022...

#FL♥URISH this winter



Winter is coming and it often sees an increase in a range of viruses including colds and flu alongside other respiratory infections and gastrointestinal infections such as, noroviruses. Looking after ourselves during these months can help to keep us strong and fight infections.

Looking after our mental and physical health is also important at this time of year.

Here are 5 ways to winter wellness to help you during the cold season



VACCINATIONS



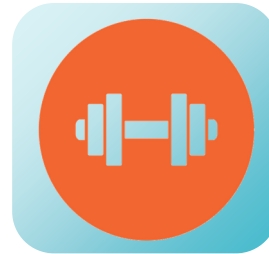
MENTAL HEALTH



SLEEP AND REST



WELLBEING



GET ACTIVE

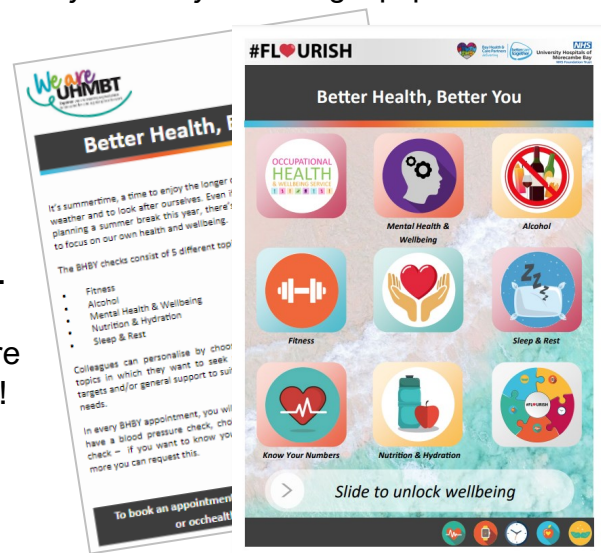
Mental health is everyone's business. We all have times when we feel down, stressed or frightened. Most of the time those feelings pass, but sometimes they develop into a more serious problem, and this could happen to any one of us.

Sleep and rest most of us need around 8 hours of good-quality sleep a night to function properly, some need more and some less. What matters is that you find out how much sleep you need & then try to achieve it. Good quality sleep is more important than the amount of sleep that you get & it helps to keep you feeling healthy.

Get active adults (19 - 64) in England should aim to take part in at least 150 minutes of moderate intensity physical activity each week, in bouts of 10 minutes or more. Be active to improve balance, build strength and to minimise sedentary time by breaking up periods of inactivity.

For more information contact: go to
UHMBT Staff Health and Wellbeing Website
www.lscwellservice.co.uk • username: UHMBTWELL

Download our Better Health, Better You booklet for more information on knowing your numbers, stress and more!



#FL[♥]URISH this winter

...vaccinations

Influenza and Covid Vaccinations

As we start to prepare for the winter season ahead and the additional pressures and increased respiratory illnesses it can bring, it is important that we protect ourselves, our patients and the wider community by boosting our immunity with winter vaccinations.

Though COVID-19 is still very much with us, life is looking much more normal and as we spend more time together more people are likely to get flu this winter as fewer people will have built up natural immunity to it during the COVID-19 pandemic when measures were in place.

Not only has the pandemic affected natural immunity, if you get flu and COVID-19 at the same time, research shows you're more likely to be seriously ill.

Getting vaccinated against flu and COVID-19 is the best form of protection for you and those around you for both these serious illnesses.

Vaccinations only take a few minutes, and we encourage all colleagues to get your vaccinations via one of the methods below as soon as you are able to.



We'll be at your department soon!

From **Monday 10 October 2022** our Occupational Health and wellbeing team will be heading to your department as we start our roving flu campaign. We will be visiting all departments/areas on both hospital and community sites. We will also be holding drop-in clinics at our Occupation Health departments.

We are also currently looking at options to utilise the ICS vaccination buses to offer more options for our community sites.

In the meantime however, we do encourage you to use your:

- GP's
- Primary Care Network centres
- Pharmacies

NHS colleagues may need to show some ID as proof you are a healthcare worker.

We'd just like to stress if you do go to a community site for your vaccinations, please drop our Occupational Health Team a quick line on occhealth.referrals@mbht.nhs.uk to let them know so we can update our records accordingly.



#FL♥URISH this winter

...get active

Taking regular exercise and following a balance diet can have enormous benefits for your overall health, now and in the future, and being more physically active can be easy and inexpensive.

Physiotherapists understand that being active isn't easy for everyone. Many people have injuries or conditions that stop them from exercising easily. Others simply struggle to find the time, energy or motivation. Whatever your circumstances, here is some simple physiotherapy advice about how to get started and improve your health in a way that's right for you.

So that you can really feel the benefits, physiotherapists recommend that adults exercise for 30 minutes a day at moderate intensity, 5 times a week.

'Moderate intensity' means that both your heart and breathing rates should increase, and you might break a sweat, but you should still be able to hold a conversation.

Depending on your age and mobility, moderate intensity exercise can range from vacuuming and bowling, to walking, digging in the garden and jogging.

Click here [Love activity, Hate exercise link](#)
to download your own activity planner!
www.csp.org.uk/activity

The FITT principle

There are four ways to progress the amount of activity you do:

Frequency - increase the number of times per week that you are active

Intensity - walk that little bit faster, cycle that little bit harder, or dig harder in the garden

Time - increase the amount of time you spend on each session of exercise

Type - if you're comfortable with the exercise you're doing, try something a bit more demanding. For example, progress from walking to a slow jog, or do something that uses the upper and lower body, like tennis.

POSTURE NOTE

Maintain good posture by using your core muscles:

stand tall with your shoulders back, pull in your lower tummy and pelvic floor muscles a little way whenever you're standing or walking.

For more information go to **UHMBT Staff Health and Wellbeing Website**
www.lscwellservice.co.uk • username: UHMBTWELL

#FL[♥]URISH this winter

...mental health

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

SAMARITANS

Whatever you're going through, a Samaritan will face it with you. They are there 24 hours a day, 365 days a year.

You can call any time, from any phone for FREE.

Telephone: **116 123**

Email: jo@samaritans.org (response time 24 hours)

shout 85258

You are struggling to cope and need to talk, our trained Shout Volunteers are here for you, day or night.

It is free to text Shout from all major mobile networks in the UK

Text: **85258**

It's anonymous & won't appear on your bill.

CALM

The Campaign Against Living Miserably (CALM) is leading a movement against suicide. 5pm-midnight, 365 days a year.

Telephone: **0800 58 58 58**

Webchat: <https://www.thecalmzone.net/help/webchat/>

Website: <https://www.thecalmzone.net/help/get-help/>

PAPYRUS PREVENTION OF YOUNG SUICIDE

Support young people under 35 who are experiencing thoughts of suicide, as well as people concerned about someone else.

Their HopelineUK service is open 9am - midnight every day of the year.

Helpline: **0800 068 4141**

Text: **07860039967**

THE MIX Essential support for under 25s

Is a UK based charity that provides free, confidential support for young people under 25 via online, social and mobile.

Telephone: **0808 808 4994**

1-2-1 Chat: www.themix.org.uk/get-support/speak-to-our-team/
email-us

Crisis Messenger: **85258**

YOUNGMINDS

They are leading the movement to make sure every young person gets the mental health support they need, when they need it, no matter what.

Parents helpline: **0808 802 5544** (Mon-Fri from 9.30am to 4pm, excluding bank holidays)

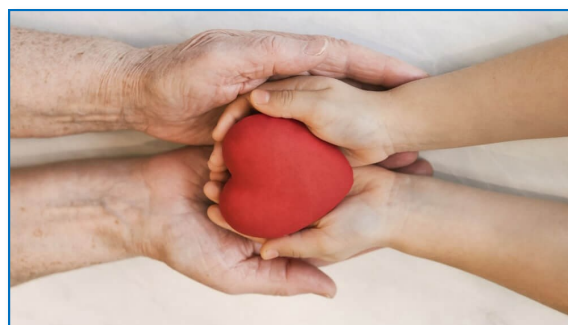
YoungMinds Crisis Messenger: **text YM to 85258** (available 24/7)

mind

If you need non-urgent information about mental health support and services that may be available to you:

Telephone: **Infoline 0300 123 3393**

Email: info@mind.org.uk



Compassion Fatigue Training Course

Colleagues have described the pressures of working in health care, particularly during the past couple of years, as both physically and emotionally exhausting.

Through presentation and group discussion this seminar supports colleagues by providing a safe environment to explore what compassion is and what it means to us personally, how it is depleted and how we might improve it. It considers what happens to us anatomically when we are stressed and how this can impact us physically, emotionally and behaviourally. It explains why ongoing stress fatigues not only our health and well-being but also our capacity to show and deliver compassion to others.

We are offering face to face and online courses on Compassion Fatigue throughout this month. You can book your place through TMS now!



Bill knows a thing or two about money and bills.

Many households are currently facing rising bills due to people spending more time at home. We also know that people are searching for the most impactful things they can do to help with climate change.

Bill knows that creating environmental value goes hand in hand with creating financial value for gas, energy, and water users. Bill's got a simple goal: to make it as easy as possible to get support with money and help you live a sustainable life at home. His website supports customers who might be anxious they are spending more than they have or are considering being kinder to the environment with their water, gas and electricity use.



How you can start – three things to ask yourself:

1. Can I enhance my home living, achieve my household goals and improve my quality of life?
2. Could I increase my spending power, by taking independent advice and information that is easy to understand and simple to follow?
3. Would hearing the skills, expertise and know-how of Auriga help my basic income go further?

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

What's the purpose of Bill?

Auriga Services designed Bill as a role model to tackle some serious themes in an informal way. His knowledge comes from their 17 years in leading customer service, offering:

- **Rounded, simple advice** encouraging and motivating you to manage money better, receive the correct entitlements, access funding and reduce your demand for water and energy
- **Free online tools to self-assess** and personalise advice, based on your home's characteristics
- **For managing debt, he encourages** you to contact Auriga who are offering free 1:1 in-depth and impartial advice over the phone or web-based – advice from the comfort of your home.

Ask Bill is powered by Auriga, a public benefit entity who support people in hardship, as a free and impartial information source to extend the reach of their helping hand.

For more information on financial support go to: UHMBT Health and Wellbeing Website:
www.lscwellservice.co.uk • username: UHMBTWELL

Getting help with childcare costs

Tax free childcare

Tax Free Childcare is a government scheme offering up to £2,000 a year per child (the government will pay £2 for every £8 you pay in up to the £2K limit) to help with the costs of childcare. The money can go towards a whole range of regulated childcare, whether nurseries, child minders, after-school clubs, or holiday clubs.

Find out more, check your childcare calculations, and how to apply on the Childcare Choices www.childcarechoices.gov.uk

Healthcare Workers Foundation

The Healthcare Workers Foundation provide financial support for child-care related costs through grants of up to a total of £1,000 annually. Use your NHS email to register for a free account and find out more about childcare grants

here: <https://healthcareworkersfoundation.org/healthchain/login>

Cost of Living Help



Local foodbanks

If you're finding it hard to pay for food and basics, local Foodbanks can provide emergency supplies. To access support from a Foodbank, you will need to be referred for a Foodbank voucher by an agency like Citizens Advice, Housing Support, children's centres, and social services.

You can contact your nearest foodbank, who will advise on the best agency to refer you to:

Your Guide to Financial Wellbeing University Hospitals of Morecambe Bay NHS FT6

Lancaster, Morecambe and Heysham food banks

Accessing Food | KeepConnected (www.lancaster.gov.uk)

Cumbria food banks www.cumbria.gov.uk/welfare/foodbank.asp

NHS England provide access to other miscellaneous discounts. Visit the website here

www.england.nhs.uk/looking-after-our-people/staff-offers/

Getting help with travelling to work

From fuel costs and insurance to repairs and maintenance, running a car can be very expensive. If you're struggling to keep up with car related costs here is some information that may help.

www.petrolmap.co.uk/petrol-prices

You can find the cheapest petrol and diesel prices nearest to you on the

following websites: www.petrolprices.com Petrol & Diesel Prices Near Me | GoCompare

For more information on cost of living help take a look at our
UHMBT Health and Wellbeing Website:

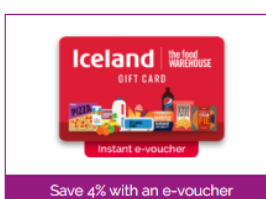
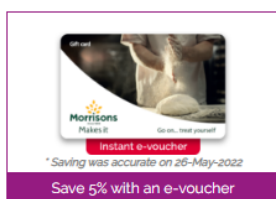
www.lscwellservice.co.uk • username: UHMBTWELL

Pledging to manage finances better will affect your financial and psychological wellbeing.

A large amount of personal worry and sleepless nights are related to personal finances. The information on the website cannot take the role of a financial advisor or specialist debt manager however we can help by providing simple information that may help you to understand and manage your personal finances.



Supermarkets Savings!



Find the best discounts from big brands and start saving!

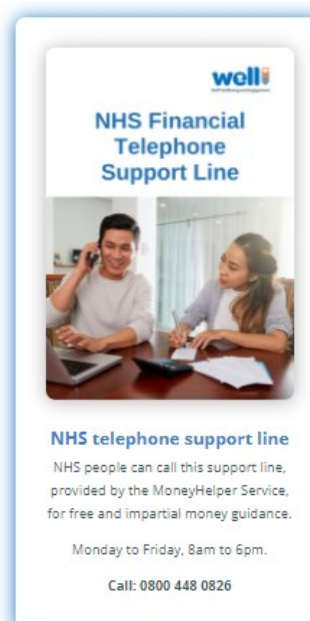
Top Shopping Discounts & Deals

healthservice discounts

<https://healthservicediscounts.com/>



Financial planning and support



For more 'manage my finances' support go to:
www.lscwellservice.co.uk • username: UHMBTWELL

Visit the new Staff Health and Wellbeing Website

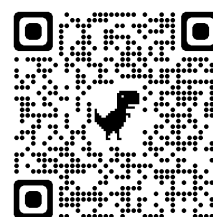


This website is accessible by all staff, 24 hours a day, 7 days a week and can be used to access immediate support or to find out how you can make positive healthy changes to your lifestyle.

We are pleased to share with all staff the new Staff Health and Wellbeing Website. The platform is linked to the NHS Health and Wellbeing Framework and is the place to go if you would like further information and support for health and wellbeing support. The website has been designed in collaboration with the ICS and provides a holistic repository for staff health and wellbeing information, tools and resources.

You can find the following topics covered within the website:

- Personal Wellbeing including:
 - Mental Wellbeing
 - Physical Wellbeing
 - Healthy Lifestyles
 - Financial Wellbeing
- Relationships
- Professional Support



In addition to information and signposting details, you will find:

- Bitesize learning modules – take 10 mins to read information on a variety of topics
- A variety of hints and tips to help you to make small but achievable health changes
- Monthly challenges and pledges, aimed at improving your health and wellbeing and access to a new and exciting tracking app
- Useful videos helping you to understand health topics and participate in healthier behaviours

So take a moment, follow the link and explore what is on offer and what you can get involved in and don't forget to let us know your thoughts. Email your comments to occhealth.referrals@mbht.nhs.uk - we would love to hear from you.

www.lscwellservice.co.uk • username: UHMBTWELL



World Menopause Day is held every year on the 18th October

The theme for World Menopause Day 2022 is Cognition and Mood.

The purpose of the day is to raise awareness of the menopause and the support options available for improving health and wellbeing. We encourage professionals and women to participate in this global awareness raising campaign by printing and sharing these materials, organising events to engage their communities, and sharing World Menopause Day social media posts.

How does menopause affect cognition?

Cognitive deficits have been described in women during the menopausal transition, particularly in cognitive domains such as **working memory, attention, reduced processing speed, and reduced verbal memory.**

How does menopause affect mood?

During menopause, it's common to experience mood changes such as **irritability, sadness, lack of motivation, aggressiveness, problems focusing, stress, difficulty concentrating, and depression.** Much like constant premenstrual syndrome (PMS), these effects can cause emotional strain.

It can impact your health

Hormonal changes after menopause may bring changes in sleep, heart health, and bone density. Consult with your doctor to ensure your body is functioning at optimal levels and take steps to mediate any issues.

It reinforces the natural, normal process involved

Back in Victorian times, menopause was seen as a disease to be treated with all sorts of misguided “remedies” like belladonna, injectable lead, and pulverized cow ovaries. Dedicating time to talking about the realities of menopause — and how NOT terrible it is — can help change the negative attitudes many people still hold.

Suffering in silence is out!

If you are among the one in three women who experiences issues in menopause, know there are many options for managing your symptoms.

How we can help...

Wellbeing Menopause Courses are available every month at the Trust. You can book onto these courses through your personal learning and development page.

UPCOMING DATES FOR OCTOBER	TIMES
Friday 7th October • Conference Room FGH	12:00 - 2:00pm
Monday 17th October • WAC Room RLI	11:00am - 1:00pm
Monday 31st October • Online	11.30am - 12.30pm



October is breast cancer awareness month, it's the month to raise awareness about breast cancer and encourage women (and men) to see their GP if they have concerns about any changes they have noticed in their breast – it could be a life saver.

It's as simple as TLC...

TOUCH your breasts. Can you feel anything unusual?

LOOK for changes. Is there any change in shape or texture?

CHECK anything unusual with your doctor

- Lump, hard knot or thickening inside the breast or underarm area



- Swelling, warmth, redness or darkening of the breast



- Change in the size or shape of the breast



- Dimpling or puckering of the skin



If you have symptoms

About 1 in 8 women are diagnosed with breast cancer during their lifetime. There's a good chance of recovery if it's detected at an early stage.

For this reason, it's vital that women check their breasts regularly for any changes and always have any changes examined by a GP who will examine your breasts and may refer you to your local Breast Clinic if symptoms are present. At the Breast Clinic, further examinations such as an ultra-sound or mammogram (breast X-ray) may be carried out. A mammogram takes approximately 10 minutes and for many is a relatively painless procedure. Those that do experience discomfort usually find that it subsides soon after.

If any abnormalities are detected, your doctor will request further tests which will show whether the abnormality is benign (non-cancerous) or malignant (cancerous). If it is cancerous, the best course of treatment will be discussed with you.

- Itchy, scaly sore or rash on the nipple



- Pulling in of your nipple or other parts of the breast



- Nipple discharge that starts suddenly



- New pain in one spot that does not go away



www.nhs.uk/conditions/breast-cancer/

Stopping smoking is one of the best things you will ever do for your health.

When you stop, you give your lungs the chance to repair and you will be able to breathe easier. There are lots of other benefits too – and they start almost immediately.

Download the free NHS Quit Smoking app
Use the NHS Quit Smoking app to help you quit smoking and start breathing easier.

The app allows you to:

- track your progress
- see how much you're saving
- get daily support



**GIVE
QUITTING
A GO THIS
STOPTOBER**

*"If you can make it to **28 days** smoke-free, you're **5 times** more likely to quit for good!"*

It's never too late to quit. Let's do this!



Quit Squad are currently providing telephone support sessions across Lancashire

Stopping smoking with support can make it easier to quit

Quit Squad is a free service and can help anyone over the age of 12. They provide you with guidance on the stop smoking products available and support on changing your routines and behaviour, over a 12 week program.

Freephone: 0800 328 6297

Contact will be made within 24 hours (office hours: Monday to Friday, 9am - 5pm, except Bank Holidays)

You are 3 times more likely to quit with support than on your own.

DOWNLOAD

Download these free apps, from Google Play or App Store, for 24/7 support when you quit smoking.





Back Care Awareness Week is celebrated every year, usually in October. This year, it will be held from **October 3 to 7**. The week is organized in an attempt to raise awareness about back issues as well as how to manage back pain.

Back pain has existed since the beginning of time. Almost all of us go through it at some point in our lives. It can range from a mild annoyance to a debilitating condition. This is why it's extremely important to address how we can better manage this pain and discomfort to lead a better quality of life.

Prevention.

There is some good news! Back pain prevention is not that difficult to implement into your day to day life, often all it takes are a few adjustments here and there. See below a few things you can do to prevent back pain:

Exercise: Making exercise part of your lifestyle is a great way of reducing back pain. Muscles are meant to move. Doing regular exercises on your core will be a big benefit in supporting your back muscles. Exercise reduces unhealthy weight. Being overweight, especially around your mid-section can put added strain on your back. Try and take part in low impact cardio exercises such as walking or you can do more concentrated core exercises with a variety of sit-ups, plank, glute bridges and superman stretches. If these seem a little heavy for you begin with simply climbing the stairs a few times, perhaps a weekly swim, cycle or even a yoga class.

Reduce stress: Stress can impact your back health and can cause your muscles to tense, and constant tension of this kind can cause back pain. Any activity that helps you reduce stress will

help in the prevention of back pain. Stress reducing activities can include yoga, meditation, deep breathing and tai chi.

Eating right: Maintaining healthy eating habits will allow you to keep fighting towards that healthy weight and as a result the healthy eating habits will not put unnecessary stress on your body. Eating healthy is also sometimes a good alternative to inflammation medications. Inflammatory foods do exist and they can make you feel better. Foods that can help prevent inflammation are: tuna, salmon, carrots, sweet potato, nuts, olive oil, green tea, spices and seasoning such as basil, cinnamon and turmeric.

Quit Smoking: Most individuals don't know that smoking can cause persistent back pain. Research also shows smoking can make existing back pain worse. It's not entirely clear how smoking affects back health, but one possibility is that it narrows blood vessels. Narrowed blood vessels result in less oxygen and nutrients reaching the spine and, in turn, it becomes more susceptible to injury and slower to heal.



For further information: www.nhs.uk/conditions/back-pain/

World Mental Health Day - 10th October 2022

The theme of 2022's World Mental Health Day, set by the [World Federation for Mental Health](https://www.mentalhealth.org.uk/), is 'Make mental health and wellbeing for all a global priority'.

For over 70 years, we've been working to make sure that mental health is treated on a par with physical health. Mental health problems exist in our lives, families, workplaces and communities, impacting everyone. We need to do as much as possible to prevent mental ill-health – as individuals and as a society. We will continue to call on national and local government to prioritise reducing the factors known to pose a risk to people's mental health, enhancing those known to protect it and creating the conditions needed for people to thrive.

World Mental Health Day is also a chance to talk about mental health in general, how we need to look after it, and how important it is to talk about things and get help if you are struggling.



Mental Health Foundation
<https://www.mentalhealth.org.uk/>

Psychological support available to you

Occupational Health can offer one to one supports therapy supports - Person Centred Counselling, Hypnotherapy, EMDR (trauma support), and CBT.

Assessment and Triage a Bespoke assessment on a one to one basis to assimilate a support plan suited to the individuals needs. Within this, one to one mindfulness sessions and one to one yoga sessions can be arranged.

Wellbeing Course Sessions all one hour and on TMS under personal and professional development. Trauma and PTSD, Yoga, Anxiety strategies, Depression strategies, Gut health and mental health links, Menopause, compassion fatigue, emotional freedom technique, and loss.

Group or departmental supports to be arranged and designed for the department. CBT for work stress or work incidents. Compassion fatigue sessions, absence management and staff adjustment reviews.

TRiM (Trauma Risk Management) arranged immediately following an incident in which an individual perceives as traumatic. Work or non work related. A confidential process to self refer or through management.

Support for managers staff sickness, adjustments and general staffing mental health concerns.

Coaching for all staff on a one to one basis



For more information go to
 UHMBT Staff Health and Wellbeing Website
www.lscwellservice.co.uk • username: UHMBTWELL



Seasonal affective disorder (SAD)

Seasonal affective disorder (SAD) is a type of depression that comes and goes in a seasonal pattern. SAD is sometimes known as "winter depression" because the symptoms are usually more apparent and more severe during the winter. A few people with SAD may have symptoms during the summer and feel better during the winter.

Symptoms of SAD can include:

- a persistent low mood
- irritability
- a loss of pleasure or interest in normal everyday activities
- feelings of despair, guilt and worthlessness
- feeling lethargic (lacking in energy) and sleepy during the day
- sleeping for longer than normal and finding it hard to get up in the morning
- craving carbohydrates and gaining weight

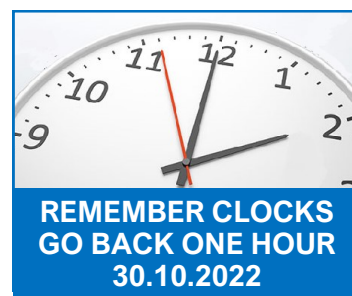
For some people, these symptoms can be severe and have a significant impact on their day-to-day activities. The exact cause of SAD is not fully understood, but it's often linked to reduced exposure to sunlight during the shorter autumn and winter days. The main theory is that a lack of sunlight might stop a part of the brain called the hypothalamus working properly, which may affect the:

production of melatonin – melatonin is a hormone that makes you feel sleepy; in people with SAD, the body may produce it in higher than normal levels

production of serotonin – serotonin is a hormone that affects your mood, appetite and sleep; a lack of sunlight may lead to lower serotonin levels, which is linked to feelings of depression

body's internal clock (circadian rhythm) – your body uses sunlight to time various important functions, such as when you wake up, so lower light levels during the winter may disrupt your body clock and lead to symptoms of SAD.

A number of treatments are available for seasonal affective disorder (SAD) including cognitive behavioural therapy, antidepressants and light therapy. A GP will recommend the most suitable treatment option for you, based on the nature and severity of your symptoms. This may involve using a combination of treatments to get the best results.



For more information go to:

www.nhs.uk/mental-health/conditions/seasonal-affective-disorder-sad/overview/



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
31st 	NHS Staff Survey 2022 By giving just 15 minutes of your time you can help make the NHS the workplace we all want it to be. Complete the survey to have your say				1st Quit smoking for 28 days! STOP TOBER	2nd BREAST CANCER AWARENESS MONTH
3rd 	4th Complete your staff survey - have your say!	5th Have you had your 2 litres of water today?	6th Compassion Fatigue course available through TMS	7th Have you had your flu jab yet?	8th Try and start a new book today	9th Inspire Someone Today
10th 	11th Complete your staff survey - have your say!	12th 	13th Have you visited our new Health & Wellbeing website yet? Username: UHMBTWELL	14th FREE access to NHS staff	15th 	16th Aim for 8 hours sleep tonight
17th Bring a healthy snack to work day	18th 	19th self care	20th BE KIND TO yourself	21st 	22nd Why not go out for an Autumn walk	23rd
24th 	25th Have you had your flu jab yet?	26th Today I will not stress over things I can't control	27th TAKE A BREAK! ...from your work area	28th 	29th Pumpkin carving time...	30th REMEMBER CLOCKS GO BACK ONE HOUR

october 2022

Course	Date	Time	Booking
Wellbeing - CBT Two Part Course on Anxiety Management Tools & Strategies for Change (Part 1)	04/10/2022	11:30 - 12:30	8/100
Compassion Fatigue - Face to Face Session	07/10/2022	09:00 - 11:00	1/15
Wellbeing - The Menopause Course	07/10/2022	12:00 - 14:00	3/25
Compassion Fatigue - Online Session	07/10/2022	15:30 - 16:30	2/100
Wellbeing - CBT Two Part Course on CBT for Depression (Part 1)	11/10/2022	11:30 - 12:30	3/100
Wellbeing - Cognitive Behavioural Therapy for Anxiety	12/10/2022	11:30 - 12:30	3/100
Wellbeing - Trauma Response	13/10/2022	12:00 - 13:00	6/100
Wellbeing - The Menopause Course	17/10/2022	11:00 - 13:00	5/6
Wellbeing - The connection between good mental health & our gut	17/10/2022	14:00 - 15:00	6/100
Wellbeing - CBT Two Part Course on Anxiety Management Tools & Strategies for Change (Part 2)	18/10/2022	11:30 - 12:30	6/100
Wellbeing - The Better Sleep Course	20/10/2022	12:00 - 13:00	9/100
Wellbeing - CBT Two Part Course on CBT for Depression (Part 2)	25/10/2022	11:30 - 12:30	2/100
Wellbeing - How Yoga can help our physical & mental health	26/10/2022	12:00 - 13:00	0/100
Compassion Fatigue - Face to Face Session	31/10/2022	08:30 - 10:30	0/6
Wellbeing - The Menopause Course (Online)	31/10/2022	11:30 - 12:30	15/100

Training courses available this month to book via TMS



QUICK AND EASY HEALTHY RECIPES

Carrot and sultana mini pancakes recipe



Quick to make and delicious to eat!

Prep: 10 mins Cook: 10 mins Makes 8

Per pancake:

384kJ / 91kcal

4.1g protein,

13.6g carbohydrate of which 5.3g

sugars,

1.9g fat, of which 0.6g saturates

1.8g fibre

0.2g salt

Ingredients

- 100g wholemeal self-raising flour
- 1 teaspoon ground mixed spice
- 1 large egg
- 80g grated carrot
- 4 tablespoons low-fat, lower-sugar plain yoghurt
- 100ml semi-skimmed milk
- 30g sultanas or raisins
- 1 teaspoon vegetable oil

Method:

1. Put the flour, mixed spice, egg, grated carrot, yoghurt and milk into a large mixing bowl and use a hand whisk or fork to mix together thoroughly (You could use white self-raising flour, but wholemeal has more fibre).
2. Stir in the sultanas (or raisins)
3. Heat a non-stick frying pan over a medium heat and add a few drops of oil. Cook tablespoonfuls of the batter in batches, turning them over after 1 to 2 minutes to cook the other side.
4. Make 8 mini pancakes altogether, adding a further 2 to 3 drops of oil to the frying pan with each batch.

Keep in a food bag or airtight tin in a cool place for 2 to 3 days.

Mediterranean potato tray bake recipe



A simple tray bake mix of Mediterranean veg and potatoes makes an easy, delicious, vibrant dinner – with minimal washing up!

Prep: 10 mins Cook: 25 mins Serves 4

Ingredients

- 800g salad potatoes, thickly sliced
- 50g pine nuts, chopped
- 1 teaspoon olive oil

Swappable or optional

- 1 courgette, sliced
- 1 aubergine, sliced
- 1 red pepper, deseeded and sliced
- 1 yellow pepper, deseeded and sliced
- 1 tablespoon red pesto (optional)

Swap in veg like chopped broccoli, a few mushrooms or whatever you have! Remember, you can always swap fresh vegetables for tinned or frozen.

Method

1. Preheat the oven to 200C (180C fan, gas mark 6)
2. Put the potatoes, chopped vegetables and pine nuts in a large roasting tin. Drizzle with the oil and toss to coat. Bake for 20 minutes, or until tender
3. Add the pesto, if using, and bake for another 5 minutes. Serve immediately. You can swap the fresh veg for 400g of frozen Mediterranean vegetables to speed up the prep





Speak Up Month 2022: Freedom to Speak Up for Everyone

The theme for our fifth Speak Up Month is “Freedom to Speak Up for Everyone” with each week having a specific focus – to Speak Up for Safety, Civility and Inclusion.

Every year in October the National Guardian's Office, together with Freedom to Speak Up guardians and leaders, managers and workers across the healthcare sector, celebrate Speak Up Month – a month to raise awareness of Freedom to Speak Up and make speaking up business as usual for everyone.

The theme for our fifth Speak Up Month is **“Freedom to Speak Up for Everyone”** with each week having a specific focus to Speak Up for Safety, Civility and Inclusion.

The safety of people who use and work in our services is core to why Freedom to Speak Up is so vital. Freedom to Speak Up or Staff Guardians have been in post in all NHS and Foundation trusts in England for a number of

years now and they support workers to speak up, when they feel unable to do so by other routes. They ensure that people who speak up are thanked, that the issues they raise are responded to, and make sure that the person speaking up receives feedback on the actions taken. Speaking up protects patient safety and improves the lives of workers. When things go wrong, we need to make sure that lessons are learnt and things are improved. This is vital because it will help us to keep improving our services for patients and the working environment for our staff. Guardians also work proactively to support their organisation to tackle barriers to speaking up.

What can I raise issues about?

You can raise a concern about risk, malpractice or wrongdoing you think is harming the service we deliver. Just a few examples of this might include unsafe patient care, unsafe working conditions, inadequate induction or training for staff, a lack of, or poor, response to a reported patient safety incident, a bullying culture and suspicions of fraud

Remember that if you are a healthcare professional you may have a professional duty to report a concern. Don't wait for proof. We would like you to raise the matter while it is still a concern. It doesn't matter if you turn out to be mistaken as long as you are genuinely troubled.

What support is available to me?

Raising a concern is often a worrying time, however FTSU Guardians are there to support you through the process every step of the way. We will thank you for raising your concern and discuss what options may be appropriate in addressing your concern. We will also ensure you have feedback. We can also signpost you to other services which can provide additional support, such as Occupational Health or your trade union representative.

**National Guardian
Freedom to Speak Up**

<https://nationalguardian.org.uk/2022/09/01/speak-up-month-2022/>



The Resilience Hub motto is:
**“You're here for us
 We're here for you”**

The Lancashire and South Cumbria Psychological Resilience Hub

We all know that working can be highly stressful and that under normal circumstances we are usually able to manage the demands and resulting stress. However, Covid-19 has resulted in all of us experiencing some level of adversity, trauma, increasing demands and pressures as well as uncertainty. For some it might feel relatively minor, for others it will have been significant.

In recognition of the above the Resilience Hub was set up to provide a service for public sector workers and their immediate family members who have been adversely affected by Covid 19.

The Hub Team consists of:

- Psychological Therapists and Clinical Psychologists who have significant experience of working with stress, distress and trauma
- Prescribing Pharmacists who provide consultation and review of medication – related issues
- Administration staff who ensure the efficient processing of referrals

We offer:

- A single point of access for all referrals
- An online self-assessment tool with an option to self-refer to the Resilience Hub.
- A stand-alone clinical system to ensure confidentiality.
- A triage appointment to determine the right type and level of psychological/pharmacological support.
- We work on a 1:1 basis; in small groups or offer an intervention to a whole team.

The Process:

- After you have completed the online self-assessment (click on link below), you can choose to refer yourself to the Resilience Hub lshub.mayden.co.uk
- Please contact the Resilience Hub on **01772 520228** or email lshub@lscft.nhs.uk if you would like further information about the service, or are unsure whether you would like to refer yourself or would like to discuss a potential referral.

There is also helpful information on the Resilience Hub website: lscresiliencehub.nhs.uk

Please note that the Resilience Hub is not a crisis service.

If you or someone you are concerned about needs urgent help, please contact your GP or a crisis service

Mental Health Crisis Line: **0800 953 0110**

Samaritans: **116 123**



EASE

Early Access to Support for Employees

EASE stands for Early Access to Support for Employees.

It is an early intervention service provided by Occupational Health for all staff who are unable to attend work due to musculoskeletal (MSK) or mental health (MH) conditions.

Why is early access to support for employees important?

Supporting staff to maintain and improve health and wellbeing is one of the Trust's key priorities. We understand that, just like the communities we serve, our staff will experience ill health, impairment and disabilities.

Organisations that provide early intervention services and who take a solution focused approach to the situation, discussing and planning with staff themselves about the measures needed to help support them during this period of difficulty, are proven to be most effective.

The EASE Service will compassionately and safely help support staff to access the appropriate rehabilitation and interventions as quickly as possible and will liaise with managers to make necessary recommendations to support staff in the workplace.

Why are we focusing on MSK and Mental Health Conditions?

The evidence base clearly demonstrates that MSK and mental health conditions are responsive to early, effective intervention, benefiting the individual, the organisation and patient care.

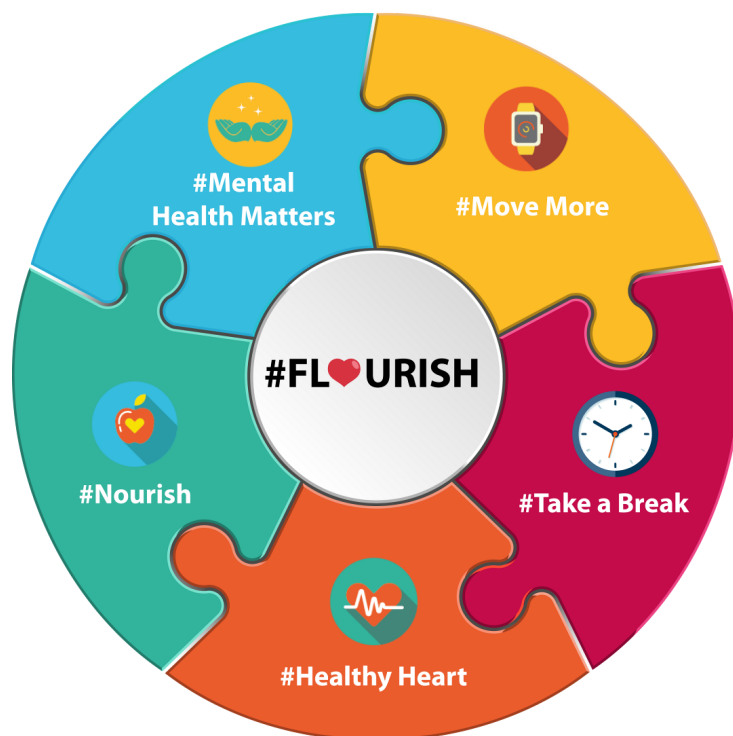
The link between a healthy workforce and positive outcomes for patients is well documented. There is a strong evidence base encouraging organisations to go beyond the core health and safety legislation and to promote positive health and wellbeing.

The NHS Operational Plan has identified staff health and wellbeing as a key component of making the NHS a great place to work.

For further information please contact:

elht.uhmbtease@nhs.net





Occupational Health and Wellbeing Service

Email: occhealth.referrals@mbht.nhs.uk

Tel: 01524 512290 Ext: 42290

Twitter: @UHMBT_OccHealth

Visit our new Staff Health and Wellbeing Website
www.lscwellservice.co.uk username: UHMBTWELL