

Wellbeing DIRECTORY 2026

The Wellbeing Directory has a variety of interventions you can access to support yourself and your team. We care about our staff and want to support you as much as possible.

If you can't find what you need in the directory go to the

ELHT Health and Wellbeing Website

www: LSCWellservice.co.uk Username: ELHTWELL

Link: [Welcome To Our Staff Health & Wellbeing SharePoint](#)



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Visit the ELHT Staff Health and Wellbeing Website

We are pleased to share with all staff the Staff Health and Wellbeing website.

The website 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.

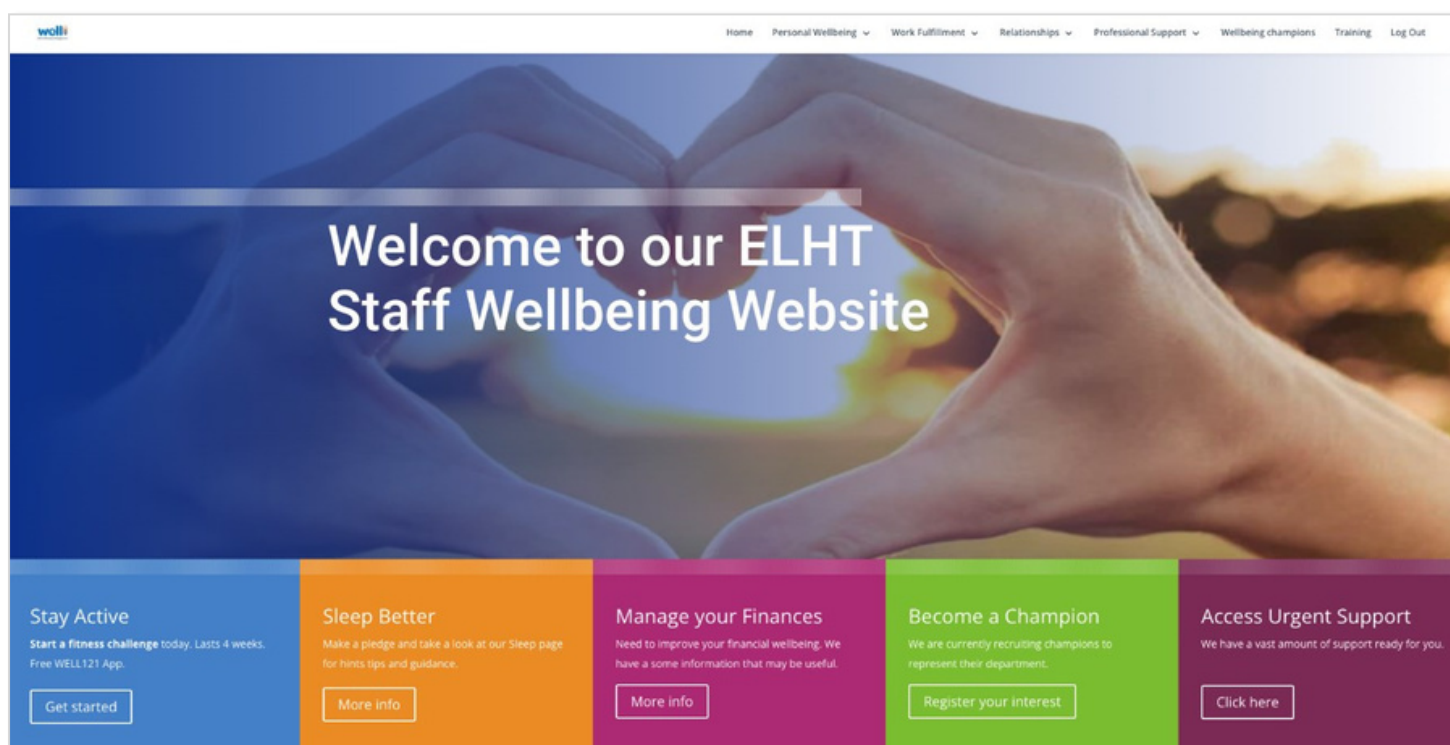
The website has been designed in collaboration with the ICS and provides a holistic repository for staff health and wellbeing information, tools and resources.

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 the wellteam@elht.nhs.uk we would love to hear your thoughts and experiences.

www.LSCWellservice.co.uk

Username: ELHTWELL



This website is accessible to 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.

If you have any queries regarding your health and wellbeing please contact:
Well Service • wellteam@elht.nhs.uk Occupational Health Department •
occupationalhealthservices@elht.nhs.uk

Crisis Support



In times of crisis, help is available. If you need urgent help as you are in mental health distress, then there is always someone you can call.

Our Initial Response Service (Mental Health Crisis Line) is available 24 hours a day, 7 days a week by calling **0800 953 0110**. It is staffed by trained mental health professionals who are able to provide assessment and referrals to appropriate services. Ring it if you need to access services or for advice about someone who needs treatment or support. If you are experiencing a mental health crisis or something that makes you feel severely unsafe, distressed, or worried about your mental health, you can now contact your local crisis service by calling **NHS 111** and selecting the mental health option.

We also have a Wellbeing Helpline and Texting Service, phone lines are available Monday to Friday 19:00 to 23:00, Saturdays and Sundays 16:00 until 23:00 on both days staffed by volunteers and those with lived experience, who can offer emotional support - ring if you want to chat about your mental health or are lonely. Contact the helpline on **0800 915 4640** or by texting Hello between 10:00 and 23:00 Monday to Friday to **07860 022 846**

For further details go to: www.lscft.nhs.uk/urgent-help

We also have a Wellbeing Helpline & Texting Service, available Monday to Friday 19:00 – 23:00 and Saturday to Sunday 12:00 – Midnight staffed by volunteers and those with lived experience, that offers emotional support, ring if you want to chat about your mental health or are lonely.

To contact call 0800 915 4640 or by texting 'Hello' to 07860 022846.



Where to get urgent help for mental health

If you need help for a mental health crisis or emergency, you should get immediate expert advice and assessment. It's important to know that support services are available for you to access, whatever you're going through. you can now access 24/7 local support via NHS111 and selecting mental health 'option 2'

Get advice from 111 or ask for an urgent GP appointment you need urgent help for your mental health [Link: NHS Urgent help for mental health](#)

ANDYSMANCLUB

We Break Down the Stigma of Men's Mental Health

ANDYSMANCLUB has free support groups nationwide, running every Monday from 19:00 except bank holidays. In these groups, men can open up about the storms affecting their lives in a safe, judgement-free and non-clinical environment. Our clubs are designed to be free of pressure, there is no obligation for men to speak, they can simply listen if they wish.

The aim of the club is to provide men with a safe space where they feel comfortable to talk and open up about their experiences in a room free of judgment.

Website: [ANDYSMANCLUB - It's Okay To Talk](#)

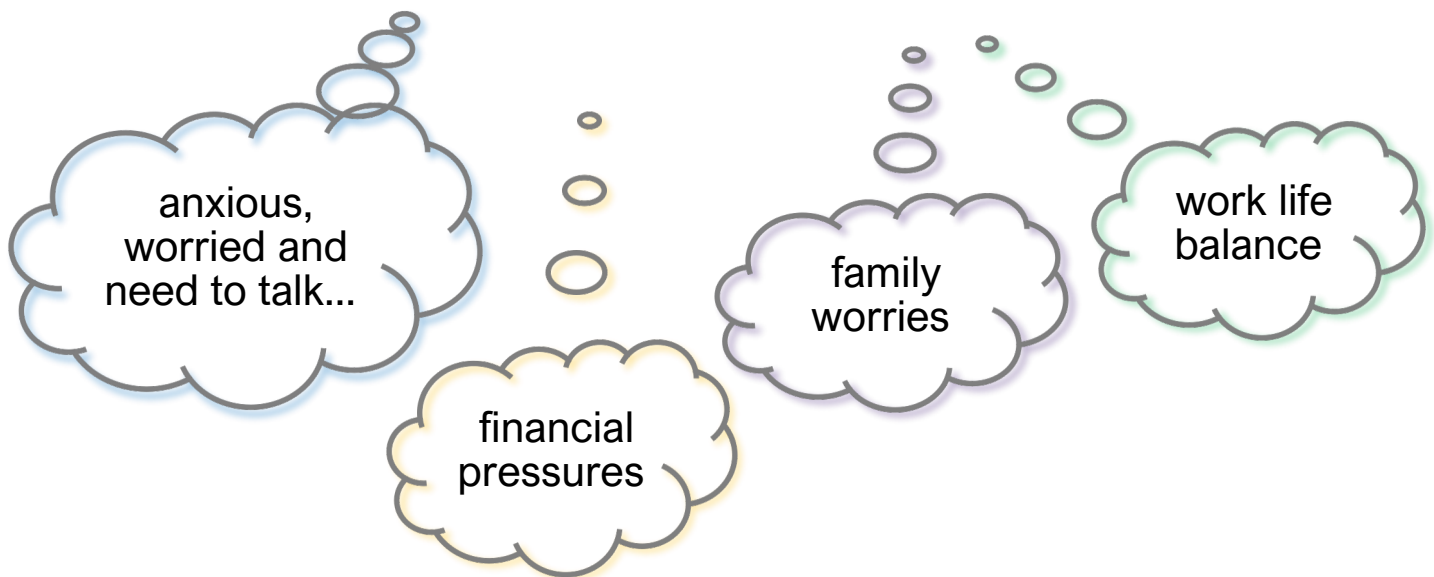




Confidential support when
you need it most...

Call 0800 023 9324

to access appropriately qualified
professionals 24/7, 365 days a year



The Employee Assistance Programme (EAP) offers you:

- 24/7 Telephone Support - speak in confidence to fully qualified counsellors and support specialist
- Self-help Workbooks - wide range of self-help CBT workbooks
- Podcasts and Blogs - covering mental health and wellbeing topics allowing you to gain a greater understanding with tips and advice on how to cope
- Debt Advice - Angel Advance provides 24/7 online debt advice to get you back on track and make your finances more manageable
- 'Ask Bill' - free and impartial help, advice and tips on how to reduce your utility bills, manage your money and deal with debt issues



Restorative Clinical Supervision

The Professional Nurse Advocate (PNA) programme was launched in March 2021 to support staff recovery after the Covid pandemic. Supported and happy staff grow personally and professionally, which helps improve the care patients receive.

PNA practitioners are trained to deliver Restorative Clinical Supervision (RCS) to nurses and student nurses. RCS focuses on the emotional needs of staff and offers gentle thinking space that can ease stress, reduce burnout, and strengthen wellbeing.

This approach encourages open reflection on feelings and practice. Each session lasts an hour and can be taken as a one-off or on a regular basis, depending on what you need. There is no set agenda, and discussions remain confidential.

If you feel that you would benefit from Restorative Clinical Supervision please contact Joanne Gardiner joanne.gardiner2@elht.nhs.uk who will be able to assist you accessing a PNA.



Practitioner Health

Practitioner Health is a free, confidential NHS primary care mental health and addiction service with expertise in treating health & care professionals.

The service can help with a range of mental health conditions and addictions in primary care settings. Practitioner Health is a self-referral service, although in some circumstances we are able to accept referrals from other organisations. The act of self-referral is key as this acknowledges recognition of need, preparedness to trust the service and willingness to engage in treatment.

At Practitioner Health we are able to provide comprehensive assessments and treatment of a wide range of mental health and addiction issues. This may include, and depending on the individual circumstances, a referral for talking therapy, group therapy, prescription medication, inpatient rehabilitation, fit notes.

Consultation appointments and therapy sessions will take place using video technology via our booking platform. Occasionally, following assessment, a clinician may feel that a face to face appointment is required and we will liaise to ensure this can happen.

It is important to say what we do not provide.

- We are not a specialist mental health service, our specialism is in understanding the needs of healthcare professionals. This is a subtle but important distinction. We do not limit our care to any particular mental health disorder (such as depression or addiction), nor any patient demographic.
- We are not an occupational health service. We help with returning healthcare professionals to work, but we do not carry out return to work assessments, or assessments which might be required to formulate reasonable adjustments.
- We are not a replacement for mainstream NHS services, nor designed to offer a second opinion for mental or occupational health, nor is it a shortcut to obtaining a medico-legal opinion. Healthcare professionals who are currently supported by NHS mental health services are encouraged to remain with their local team.
- We play no part in managing professional standards and have no role in overseeing healthcare professionals in disciplinary processes, supporting investigations into their practice or informing performance assessment processes.
- We are unable to provide longer-term talking therapy. If we feel following assessment that this is what is most likely to help you then we can help guide your choices and signpost you accordingly however we are unable to provide or fund this directly.
- We are not an emergency or urgent service but try to be as responsive as possible where healthcare professionals are in crisis.

To access the service go to: www.practitionerhealth.nhs.uk/about-us

**_able
futures**

_Is something playing on your mind at work?

Able Futures can help you manage your mental health at work so you can enjoy more good days.

Able Futures knows that mental health conditions such as depression and anxiety can mean we have some bad days. Things such as stress or bereavement can impact our mental health and can mean we struggle at work and don't feel able to cope with everyday life.

There are things we can do to improve our mental wellbeing, and **Able Futures** can help mental health at work by providing advice, information and support.

**_Mental health
support for
people at work**



We could give you nine months advice and guidance from a mental health specialist who can help you learn coping mechanisms, build resilience, access therapy or work with your employer to make adjustments to help your mental health at work.

Call Able Futures free on **0800 321 3137** from 8:00 to 22.30
Monday to Friday or scan the QR code to find out more about our on line
mental health support.

Able Futures can give you nine months support, guidance and advice from a mental health professional at no cost to you



able-futures.co.uk/mental-health-support



The Access to Work Mental Health Support Service is funded by the Department for Work and Pensions and available to those at work who need support with mental health, coping skills and workplace adjustments. It is a cost-free service that you can promote to your workforce to help reduce absenteeism, presenteeism and workforce attrition.

We're happy to answer any further questions you may have, you can reach out to one of our friendly team on atw@maximusuk.co.uk

For more information link: [Maximus leaflet](#)

Contact telephone number: 0300 4568114
or [Contact us - Access to Work \(maximusuk.co.uk\)](https://www.maximusuk.co.uk)



Access to Work: get support if you have a disability or health condition. Access to Work can help you get or stay in work if you have a physical or mental health condition or disability. The support you get will depend on your needs. Through Access to Work, you can apply for:

- a grant to help pay for practical support with your work
- support with managing your mental health at work
- money to pay for communication support at job interviews



Access to Work is help you can get from the Department for Work and Pensions. This could include money known as a grant.

You would not have to pay the money back.



You can apply for Access to Work if you have a:

- Physical or hidden disability
- Mental health condition which makes it hard for you to do your job or get to work.



If you have a disability or health condition the company you work for must make changes at work to help you do your job.

We call these changes **reasonable adjustments**.



Access to Work will look at the **reasonable adjustments** made by the company you work for and see if they give you the help you need.

For more information go to: www.gov.uk/access-to-work [link to access to work](#)

Bereavement Support

ELHT End of Life & Bereavement Team

The end of life and bereavement team is available to offer:

- Support for the person in the last days and hours of life
- Support for those who are important to the person
- Support following a sudden and unexpected death
- Support for anyone who has been or is bereaved
- Support for staff following a bereavement

Contact: 01254 735426 (85426) Mon – Sun 8:30 – 16:30

ELHT Staff Pastoral Support Line

ELHT Staff Pastoral Support Line Available to offer confidential emotional support and advice to staff.

Telephone: 01254 732264 (extension 82264)

Monday to Friday from 8:30 – 16:00 (answerphone available out of hours)

NHS Bereavement Helpline

The helpline can offer guidance and advice on dealing with grief and loss and is staffed by trained nurses who are highly skilled and experienced in working with bereaved families. The support service is available to you should you feel that you need it during this time. For guidance and support if someone you know has died.

Telephone: 0800 2600 400

The Cruse Bereavement Care

Freephone National Helpline is staffed by trained bereavement volunteers, who offer emotional support to anyone affected by bereavement. We'll give you space to talk about your bereavement and how you've been coping. Our volunteers are completely non-judgemental and won't share what you've told them with anyone else, except in certain circumstances. Mostly, the volunteers will be there with you – whatever you're feeling.

Telephone: 0808 808 1677

Good Grief Trust

Practical and emotional support and signposting to a choice of local and national support.

Website: www.thegoodgrieftrust.org

Domestic Abuse and Victim Support



Are you experiencing domestic abuse? You are not alone

- Do you change your behaviour because you're frightened of your partner's reaction?
- Is your partner jealous and possessive?
- Do you feel you're walking on egg shells?
- Do you feel controlled, or isolated?

Confidential help is available if you are concerned about your safety or the safety of someone else.

Freephone 24hr National helpline 0808 2000 247

(run in partnership with Women's Aid and Refuge) www.nationaldahelpline.org.uk



www.victimsupport.org.uk

As an independent charity, we work towards a world where people affected by crime or traumatic events get the support they need and the respect they deserve. We help people feel safer and find the strength to move beyond crime. Our support is free, confidential and tailored to your needs.

Call our support line 24/7 for free on 0808 1689 111



www.thewishcentre.org

Don't stay silent through the provision of support, advice and accommodation. We will work with victims and their families to secure the safety of those affected by domestic abuse and support their development.

The Wish Centre 43 King Street Blackburn BB2 2DH

For all enquiries tel: 01254 260465

Domestic violence or abuse can happen to anyone. Domestic violence, also called domestic abuse, includes physical, emotional and sexual abuse in couple relationships or between family members. Domestic violence can happen against anyone, and anybody can be an abuser. You do not have to wait for an emergency situation to find help. If domestic abuse is happening to you, it's important to tell someone and remember you're not alone. Find out how to recognise the signs and where to get help.

For more information go to: www.nhs.uk/live-well/getting-help-for-domestic-violence/



Stop Loan Sharks investigates and prosecutes illegal money lenders and provides support for borrowers in the UK. Stop Loan Sharks investigate and prosecute loan sharks. Our official title is the England Illegal Money Lending Team. We are the lead organisation in England with the power to prosecute loan sharks and illegal money lenders. Since 2004, we have helped over 30,000 people who have borrowed from loan sharks.

If you have borrowed from a loan shark or are worried about someone else, we're here to help and keep you safe. Our specially trained staff will provide you with emotional and practical support that is tailored to your needs

Tel: 0300 555 222 or go to: www.stoploansharks.co.uk

When pregnancy goes wrong

Sadly, sometimes pregnancy can go wrong. You may have a miscarriage, an ectopic pregnancy, birth trauma or the death of the baby. If your pregnancy ends in this way, you will need both information and support. Every pregnancy loss is different, there is no right or wrong way to feel or manage it but the support available may be helpful. Talk to the people close to you about how you feel, and to your midwife, doctor or health visitor about what's happened and why.



If you would like to talk to someone confidentially and for as long as you need, you can call our helpline. It is a Freephone number that is free to call from landlines and most mobiles. Our helpline advisers understand how hard it can be to talk about what you are going through and are patient and empathetic. Contact our helpline: 0808 802 6868 or email: support@lullabytrust.org.uk
www.lullabytrust.org.uk



If you need support, you can email our support service hello@bliss.org.uk at any time and we'll get back to you in 3-5 working days. We are here to listen and to help you and find the information or support you might be looking for.
www.bliss.org.uk



If you've been affected by miscarriage, molar pregnancy or ectopic pregnancy, we hope this website will provide the information that you're looking for email: info@miscarriageassociation.org.uk tel: 01924 200799 Mon - Fri 09:00 - 16:00
www.miscarriageassociation.org.uk



We're a charity that supports women who suffer birth trauma – a shorthand term for post-traumatic stress disorder (PTSD) after birth. If you'd like to talk to them over email about your experience, please contact:
support@birthtraumaassociation.org.uk www.birthtraumaassociation.org.uk



The Helpline is for anyone who has been affected by the death of a baby and wants to talk to someone about their experience. The Helpline team are there to listen and give support, and can advise you about finding local help, whether from a Sands group or other counselling services, or information about other relevant support organisations tel: 0808 164 3332 email: helpline@sands.org.uk
www.sands.org.uk



Every baby lost is one too many – but you can help save lives. We're making breakthroughs all the time, but we can only tell you when there's another chance to help save babies' lives www.tommys.org/

NHS information: www.nhs.uk/pregnancy/support

Zero Suicide Alliance



Suicide Prevention Training

The Zero Suicide Alliance (ZSA) is a collaboration of NHS trusts, organisations and individuals who are all committed to suicide prevention in the UK and beyond. Their aim is to improve the support available to people contemplating suicide, and a key way they do this is by offering and promoting free suicide awareness and prevention training.

ZSA provide a range of awareness e-Learning options, which provide a better understanding of the signs to look out for and the skills required to approach someone who is struggling, whether that be through social isolation or suicidal thoughts. The Trust encourages all staff to complete the ZSA Suicide Awareness Gateway e-Learning module which is now live on the Trust's Learning Hub to access the course log into your Learning Hub account, search Suicide Awareness Learning

This module takes only 10 minutes to complete and will provide you with an understanding of how to recognise the warning signs and support someone that could be contemplating suicide. The e-Learning is aimed at people from all walks of life – not just clinicians and other healthcare workers – and will help better prepare people to help friends, loved ones, colleagues or family members that may be considering taking their own life.

You can print a certificate on completion of the module and there are several other ZSA e-Learning modules also available on the Learning Hub course page. For further information on the Zero Suicide Alliance, please visit their website www.zerosuicidealliance.com/ However, please remember to complete the e-Learning through your Learning Hub account so that completion of the module goes into your record of learning.



Stay Alive

The Stay Alive app, developed by Grassroots Suicide Prevention, is a suicide prevention resource for the UK, packed full of useful information and tools to help you stay safe in crisis. You can use it if you are having thoughts of suicide or if you are concerned about someone else who may be considering suicide. The app includes:

- A safety plan with customisable reasons for living
- A LifeBox where you can store photos and memories that are important to you
- Strategies for staying safe and tips on how to stay grounded when feeling overwhelmed
- Guided-breathing exercises and an interactive Wellness Plan

The app also links you directly to local and national crisis resources, with space to add in your own as well. [Grassroots Suicide Prevention](http://www.grassrootsuk.org/) empowers people to help save lives from suicide through connecting, educating, and campaigning nationally. [NHS England](http://www.nhs.uk/) » [Stay Alive](http://www.stayaliveapp.org/)



SAMARITANS

If anyone is living with suicidal thoughts, support is available 24 hours a day from the Samaritans on 116 123 www.samaritans.org. Help is also available for all staff from the Trust Occupational Health and Wellbeing Service email: occupationalhealthservices@elht.nhs.uk



We all have mental health, and life is full of ups and downs for us all. We all go through difficult times, and it can be a healthy reaction to feel negative emotions when facing challenges. There's no single "right way" to react, and some of us are more deeply affected by events than others. Go to the Better Health Mind Matters 'your mind plan quiz'.

[Mind Plan Quiz Link](#)

www.nhs.uk/every-mind-matters/mental-wellbeing-tips



Mind.org.uk

We provide advice and support to empower anyone experiencing a mental health problem. We campaign to improve services, raise awareness and promote understanding. **Tel: 0300 123 3393** www.mind.org.uk



Supporting our NHS people - Helping you manage your own health and wellbeing while looking after others. Alternatively, you can text SHOUT to 85258 for support 24/7 via text

www.england.nhs.uk/supporting-our-nhs-people/



Wellbeing Helpline and Texting Service is a listening service for the residents of Lancashire and South Cumbria. It is a Freephone out of hours, person-centred listening environment for people requiring emotional support in relation to their own wellbeing and mental health or that of someone they know. www.lscft.nhs.uk/Mental-Health-Helpline

Our Call service is available Monday to Friday 19:00 to 23:00 and Saturday to Sunday to midnight.

Our Text service is available Monday to Friday 10:00 to 23:00 and Saturday to Sunday to midnight. Contact the helpline on **0800 915 4640** or by texting Hello to **07860 022 846**

After your initial text, you will receive a reply to confirm that your message has been received and that it will be responded to within 24 hours. Standard text rates may apply.

**Call the helpline
0800 915 4640**

Some calls may be recorded for training and quality purposes

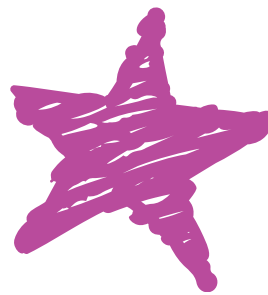


The Hub of Hope is the UK's leading mental health support database, provided by national mental health charity, Chasing the Stigma, and brings local, national, peer, community, charity, private and NHS mental health support and services together in one place for the first time. Hope is really for everyone. The services and support listed on the Hub of Hope are not only for when things become unbearable – a crisis point. They are also for those times when we notice we are starting to struggle, or when we need extra support as we start to emerge from a particularly difficult time.

<https://hubofhope.co.uk/page/what-is-the-hub-of-hope>

To see the full range of free access to the available wellbeing apps go to:

www.england.nhs.uk/supporting-our-nhs-people/support-now/wellbeing-apps/

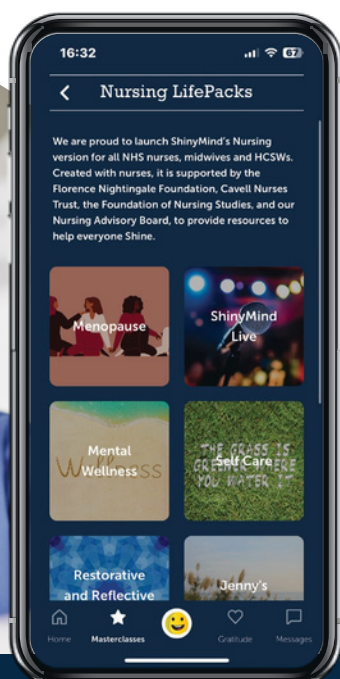


Giving you the power to shine

ShinyMind is available for free to all NHS nurses, midwives, PNAs and health care support workers in England.

Co-created with NHSnurses, thenursingversion of ShinyMind offers dedicated Nursing LifePacks exploring Mental Wellness, Self-care, Coping with Anxiety, Restorative and Reflective Supervision and more, including our new Menopause LifePack launched and supported by Dame Ruth May.

Supported by:



ShinyMind is a proven concept

Impact after 8 weeks

- ★ 86% feel better.
- ★ 24% feel a lot better.
- ★ 26% reduction in number of people with moderate to severe anxiety.
- ★ 30% reduction in number of people with moderate to severe depression - almost 1 in 3.
- ★ 26.4% less worried and fewer days worrying.
- ★ 20% more likely to stay in the NHS.



I enjoy using ShinyMind for the meditation and Resilience masterclasses. These really help build on personal wellbeing, helping leave any negative thoughts after a bad day behind.

Lizzie Roberts, Practice Nurse,
Milton Keynes



Lizzie says why not try sending a positivity post to a colleague and make their day.

**Download
ShinyMind
today**



Wellbeing Apps

To check on the free offer and free access expiry date for NHS staff go to: [NHS people apps](#)

Unmind is a mental health platform that empowers staff to proactively improve their mental wellbeing, measure and manage your personal mental health needs, including digital programmes designed to help with stress, sleep, coping, connection, fulfilment and nutrition. Free access to NHS staff until 30 June 2026

How NHS staff can get access

Access: **Unmind**

You will need to use your NHS email address to sign up

Download the Unmind app from your Appstore

Your organisation name is 'NHS' - if you do not see your NHS email domain please contact support@unmind.com and include your email domain



Bright Sky is a free to download mobile app providing support and information for anyone who may be in an abusive relationship or those concerned about someone they know. The app is also available to use in Polish, Punjabi and Urdu. For more information, please see details and advice about using the app in your app store: [Bright Sky in Apple Store](#) [Bright Sky in Google Play](#)



NHS Self-Check Tool - Check my emotional and mental wellbeing

Free and confidential [self-check tool](#) offers relevant information based on your answers, also offering support and advice for health and social care staff.

THIS TOOL IS NOT FOR MEDICAL EMERGENCIES

This self-assessment tool is not designed for emergency situations, the information supplied is simply to indicate where you should go in a state of emergency.

We have a range of apps available go to the ELHT health and wellbeing website
www.lscwellservice.co.uk - username: ELHTWELL



Free online courses covering low mood, stress and resiliency. Work out why you feel as you do, how to tackle problems, build confidence, get going again, feel happier, stay calm, tackle upsetting thinking and more. Our courses are free for individuals using them in their own lives.

For further information: www.lltff.com

Everyone's experience of menopause is different

We experience different symptoms, have different views or philosophies around how we'd manage them and different medical histories too. If you're finding that menopausal symptoms are getting in the way of you enjoying your life or performing at your best at work, it's time to think about booking an appointment with your healthcare practitioner.

For many people, the first port of call will be their GP. But for others, it could be a nurse practitioner or a menopause specialist. The key is to seek help. But we do know that many people don't and struggle on without seeking any kind of medical or specialist advice.

menopause

Think Menopause!

Sometimes in the workplace, menopause symptoms can have an impact on behaviour, attendance or performance. For example:

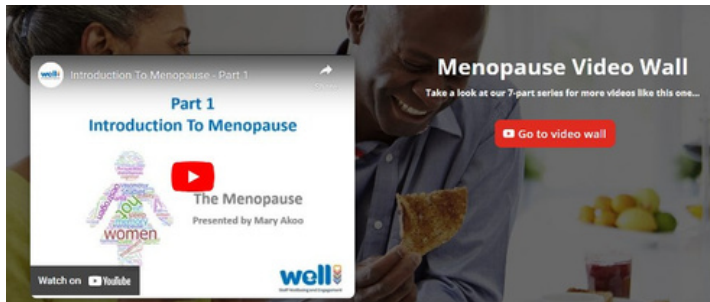
- Sleep disturbance can cause lateness because of sleeping in or irritability at work
- Joint aches could cause someone to work more slowly at physical tasks
- Brain fog can cause someone to need to make more notes and use reminders or they may need to slow down and check things

Want to know more about the Menopause?

Go to: www.LSCWellservice.co.uk • username: ELHTWELL >

Personal Wellbeing > Physical Wellbeing > Menopause

- 7 part series on the Menopause Video Wall
- support resources and guides



Further resources are available on the internet, some examples include:

- **The Daisy network.** Supports those that have experienced a premature menopause
<https://www.daisynetwork.org/>
- **Balance.** Knowledge and guidance so you can be certain about what's right for your body during the perimenopause and menopause
<https://www.balance-menopause.com/balance-app/>
- **Henpicked Menopause Hub.** Women's stories, information, and advice plus videos with the UK's leading experts. Free, regular 'Lunch & Learn' sessions are available
<https://henpicked.net/menopause-hub/>
- **ELHT Library & Evidence Services** menopause books. Library Catalogue link
[ELHT Library & Evidence SharePoint](#)

Exercise does so much more than keeping you in shape. It also keeps you mentally and emotionally healthy. Keeping fit reduces anxiety, stress and depression.

Adults should aim to try and be active every day and it is recommended by NICE and WHO that you do 150 minutes of moderate physical activity (exercise that elevates your heart rate and body temperature) every week through a variety of different activities.

Making exercise part of everyday life is the easiest way to increase your activity, so consider cycling or walking to work. The more active you are, the better you will feel. Sports and exercise will make you even healthier.



NHS Get Fit For Free

The secret to getting fit for free is to use every opportunity to be active. Advice, tips and tools to help you make the best choices about your health and wellbeing. www.nhs.uk/live-well/

Home Workout Videos

Getting exercise doesn't need to be difficult – you don't even need to leave the house! Clear some space in the living room and give our easy 10-minute workouts a go. Includes 10-Minutes Cardio Workout, Strengthening Workout and Cool Down Stretching, Couch to 5k app, Active 10 app

www.nhs.uk/better-health/get-active/home-workout-videos/

Couch to 5K app

More than 4 million people have used 'Couch to 5K' to start running.

Active 10 app

Track and build up your daily walks – pop your phone in your pocket and off you go!



We believe passionately in empowering people to live active and healthy lives. In the United Kingdom, physical inactivity is the fourth greatest cause of ill health with negative impacts on health, social and economic outcomes for individuals and communities. It is responsible for 1 in 6 UK deaths, which is equivalent to smoking. Importantly, up to 40% of long-term conditions could be prevented if everyone met the UK Chief Medical Officer's physical activity recommendations. <https://movingmedicine.ac.uk/about/>

We Are Undefeatable is a campaign that helps people with long-term health conditions find enjoyable, accessible ways to get moving. As proud supporters of this campaign, we're delighted to introduce the We Are Undefeatable app. And the best part is, it's completely free! No matter where you are on your journey - whether you're just starting out, returning to activity, or looking for something new - the app has been designed with you in mind. Co-created with award-winning health tech provider Good Boost, it gives you access to tailored exercise programmes that can be completed anytime, anywhere. With the app, you'll find individual on demand workouts personalised to you, as well as virtual group sessions led by a live host, all brought together in one convenient place. Plus, to make it even more accessible, the app is available in seven of the most spoken languages in the UK, including Punjabi and Polish.

<https://weareundefeatable.co.uk/>

**WE ARE
UNDEFEATABLE**

ELHT Gym on site fitness centre

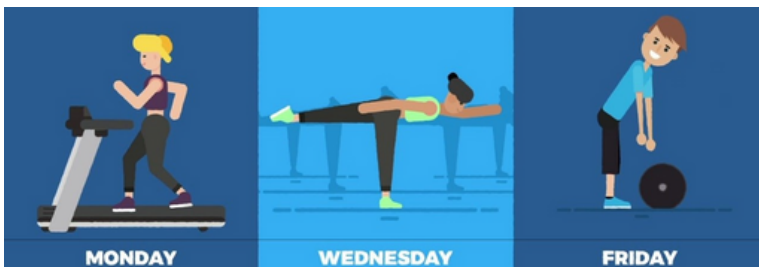
Staff fitness centres are available at both Royal Blackburn and Burnley General Hospitals, the facilities include cardio-vascular, multi-gym and free weight areas.

Please note that prior to joining the staff gym an induction training session will need to be undertaken with the Fitness Instructor.

Gym opening hours 24/7. Proposed members must be age 16 or over.

An authorisation for deduction of fees is to be completed or if not paid by East Lancashire Financial Services, a subscription will need to be paid upfront to the Cashiers Department at Royal Blackburn or Burnley General Hospital.

New membership is now available and the cost of joining the gym remains at £6. If you are interested in joining please contact the team by emailing gymenquiries@elht.nhs.uk



Your next steps to gym membership.

Visit [Welcome to Vivup - Vivup \(vivupbenefits.co.uk\)](https://www.vivupbenefits.co.uk).

1. Choose a gym

Go to GymFlex to find your nearest gym, enter your details and receive email confirmation with a Transaction Reference.

2. Place an order

Return to Vivup and enter your gym quote details, including Transaction Reference, then submit order.

3. Employer approval

Your employer will review your order once submitted. Upon authorisation the order will be processed.

4. Receive gym membership

Receive your gym membership and start your fitness journey.

External gym offer



Our Gym membership staff benefit enables staff to enjoy discounted membership at over 3,000 participating clubs across the country.

With such a wide selection of gyms, health clubs and yoga studios to choose from, you're sure to find the right location to suit your personal needs and fitness goals.

Simply find your nearest gym with GymFlex and create an order through the Vivup portal. Please note, an amount is taken from your salary each month for an agreed length of time.

Watch the GymFlex video here: https://youtu.be/GgEvAu_x3nM

The NHS Digital Weight Management Programme

The NHS Digital Weight Management Programme supports adults living with obesity who also have a diagnosis of diabetes, hypertension or both, to manage their weight and improve their health. It is a 12-week online behavioural and lifestyle programme that people can access via a smartphone or computer with internet access

How to access the programme

The NHS Digital Weight Management Programme could help you if you are living with obesity and also have diabetes, high blood pressure, or both. If this is you, you could benefit from this 12-week programme. It's free and easily available via a smartphone, tablet, or computer. How to start the programme To start your journey to a healthier lifestyle, you need to speak to your GP or a local pharmacist who can refer you to the programme. Please note that GP and pharmacy teams may be very busy at this time. You can [read more about the programme in our leaflet](#).



Who can be referred to the programme?

- You must be 18 or over.
- You must have a BMI greater than 30. The BMI threshold will be lowered to 27.5 for people from black, Asian, and ethnic minority backgrounds, as we know people from these ethnic backgrounds are at an increased risk of conditions such as Type 2 diabetes at a lower BMI
- You must have diabetes, high blood pressure, or both.
- You must have a smartphone, tablet, or computer with internet access.
- Speak to your GP practice or local pharmacist today to find out how the programme could benefit you. If you do not have diabetes or high blood pressure, you may still benefit from the [NHS Better Health programme](#).

www.england.nhs.uk/supporting-our-nhs-people/support-now/digital-weight-management-programme-for-nhs-staff/

Organisations to support weight management

Slimming World

www.slimmingworld.co.uk

Weight Watchers The Association of UK

www.weightwatchers.com/uk/

Dietitian fact sheet

www.bda.uk.com/resource/fat.html

Eating Disorders

Anorexia nervosa www.nhs.uk/mental-health/conditions/anorexia/overview/

Bulimia www.nhs.uk/mental-health/conditions/bulimia/symptoms/

Sleep

Sleep or lack of it is one of the most common 21st century health complaints. A lack of sleep increases the risk of heart disease and depression, affects learning in children and influences our moods and our ability to communicate.

The amount of sleep people need varies enormously with age. New born babies usually sleep for about 17 hours each day, older children only need 9 or 10 hours a night, adults sleep for around 6-8 hours each night and older people need the same amount of sleep, but will often only have one period of deep sleep during the night, usually in the first 3 or 4 hours, after which they wake more easily.

People often worry a lot about how much sleep they are getting. Occasional poor nights are nothing to worry about and don't have any long-term ill effects. If concerned about your sleep please contact your GP.



“Winding down is a critical stage in preparing for bed, there are lots of ways to relax”



Do not force sleep

If you're lying awake unable to sleep, do not try to force it. If you're tired and enjoying the feeling of resting, then sleep may naturally take over. But if you cannot sleep, get up and sit in a comfy place and do something relaxing, like reading a book or listening to quiet music. Only go back to bed when you feel sleepier.



Relax, unwind and try meditation to help you sleep

Remember, your sleep routine starts before you get into bed, so build in time every evening to relax. Avoid electronic devices at least an hour before bed, as mobiles, tablets and computers all throw out blue light that stops sleep. Reading, listening to soft music or a podcast, or sleep meditation can all help if you have trouble sleeping. Try some guided meditation for sleep, like our Beditation relaxation video, or [read about how meditation can help with sleep](#).

Link: [Fall asleep faster and sleep better - Every Mind Matters - NHS](#)

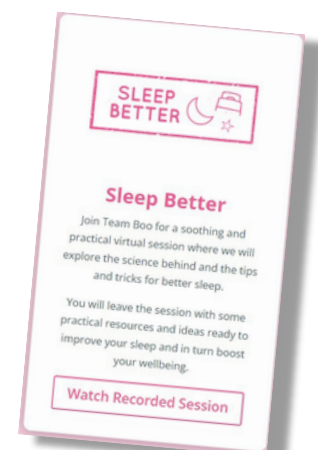
For more information go to:

www.lscwellservice.co.uk • username: ELHTWELL

> Personal Wellbeing > Healthy Lifestyle > Sleep

Hints and tips of getting to sleep, challenges and self assessment,
bite size learning and sleep cycle article

+ Sleep Better watch recorded session > go to training tab



Smoking Cessation Support

Commit to Quit



Explore in our carousel for a wealth of proven support and resources tailored to guide you on your path to a smokefree life. From personalised guidance to community support, discover methods and products that have already shown success. Your journey to a healthier, smoke-free you starts here.

What We Offer:

We are committed to providing you with comprehensive resources and support to make your quit smoking journey a successful and empowering one.

Personalised quitting plan:

Receive a tailored quitting plan, typically spanning 12 weeks or longer if needed, designed to guide you through the quitting process effectively.

Dedicated stop smoking advisor:

Benefit from one-on-one support with a knowledgeable Stop Smoking Advisor who will help you find the most suitable treatment for your unique needs

Here are some helpful tips to support you on your journey:

Here are some helpful tips to support you on your journey:

- **Mark Your Quit Date:** Make it official by adding it to your calendar
- **Reasons to Quit:** Keep your motivations visible by listing them.
- **Share Your Decision:** Let friends and family know about your commitment.
- **Learn from Past Attempts:** Recall what worked in previous attempts to quit.
- **Explore Stop Smoking Aids:** Consider aids to ease the process.
- **Plan for Temptations:** Have strategies ready for challenging moments.
- **Identify Triggers:** List and plan to avoid your smoking triggers.
- **Stay Busy:** Engage in activities to distract from cravings.
- **Exercise the Urge Away:** Physical activity is a great distraction.
- **Seek Support:** Join our supportive community on Facebook for guidance.

*Best of luck!
Discard all cigarettes
before you begin, and
remember, you're not
alone on this journey.*



Stopping smoking is one of the best things you'll ever do for your health. Its never too late to quit!

Download the free NHS Smokefree 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

Visit: www.nhs.uk/better-health/quit-smoking/



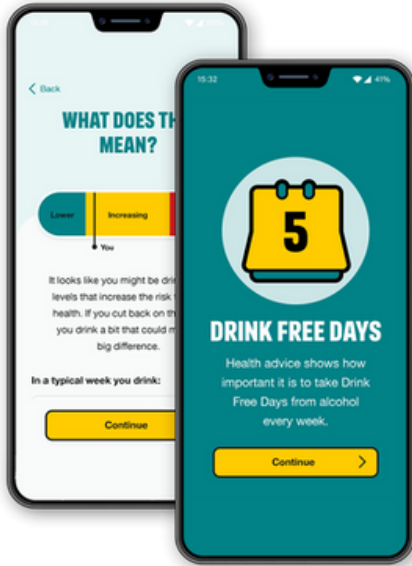
For more support and information go to the ELHT Staff website

www.lscwellservice.co.uk username: ELHTWELL

Alcohol and your health



“There is no completely safe level of drinking and drinking even small amounts of alcohol can incur risk in certain circumstances. For example, with strenuous exercise, operating heavy machinery, driving or if you are on certain medications”



Download the Drink Free Days app

Feel healthier, lose weight and save money by picking your days to go drink-free. One simple way to cut down is to have at least a few drink-free days every week, so choose yours and get practical support to stick with it. With the app you can:

- update and track your drink-free days
- get simple and practical tips to help you control your drinking
- receive reminders when you need it most
- celebrate milestones when you reach your targets

Regularly drinking more than 14 units of alcohol a week risks damaging your health. The recommended weekly limit of 14 units is equivalent to 6 pints of average-strength beer or 10 small glasses of low-strength wine.

New evidence around the health harms from regular drinking have emerged in recent years. There's now a better understanding of the link between drinking and some illnesses, including a range of cancers. The previously held position that some level of alcohol was good for the heart has been revised. It's now thought that the evidence on a protective effect from moderate drinking is less strong than previously thought.

You do not necessarily need to go teetotal to feel the benefits of drinking less alcohol. Even just setting and sticking to a few drink-free days a week, or swapping to lower-strength drinks, are great steps in the right direction. Many people who reduce their alcohol intake notice benefits, which can include those below:

Short-term benefits:

- feeling better in the mornings
- being less tired and more energetic
- better-looking skin
- saving some money

Long-term benefits:

- lower blood pressure
- lower risk of stroke, hypertension, cancer/liver disease
- lower cholesterol levels
- better mood, memory and quality of sleep
- help with weight management

Go to: www.nhs.uk/live-well/alcohol-advice/calculating-alcohol-units/

Alcohol and Drug Related Support

Drink line is the national alcohol helpline. If you're worried about your own or someone else's drinking, you can call this free helpline in complete confidence. Call 0300 123 1110 (weekdays 9:00 to 20:00, weekends 11:00 to 16:00)

Alcoholics Anonymous (AA) is a fellowship of men and women who share their experience, strength and hope with each other that they may solve their problem and help others to recover from alcoholism. The only requirement is a desire to stop drinking. There are no dues or fees for AA membership.



If you need help with a drinking problem either phone the national help line on **0800 9177 650** or contact by email: help@aamail.org

Al Anon offers support and understanding to the families and friends of problem drinkers, whether they're still drinking or not.

Alateen is part of Al-Anon and can be attended by 12 to 17 year olds who are affected by another person's drinking, usually a parent.

Email: helpline@al-anonuk.org.uk

Call free of charge on **0800 0086 811** from 10:00 - 20:00, 365 days a year.

Please do not leave messages, to ensure callers confidentiality, we are unable to return calls.



Red Rose Recovery was established as a charity in 2012 and has become nationally recognised as a pioneering organisation in developing recovery systems and creating opportunities for people affected by substance misuse, dual diagnosis and offending behaviours.

Website: redroserecovery.org.uk



Inspire Integrated Substance Misuse Service offers a wide range of support for anyone worried about their own or somebody else's substance/alcohol use. Offering advice and guidance to individuals and family members from assessment through to treatment and aftercare

Contact number 01254 495 382 for more information

Website: inspirelanes.org.uk/



For more information and support:

www.england.nhs.uk/supporting-our-nhs-people/support-now/substance-misuse-and-gambling-support/

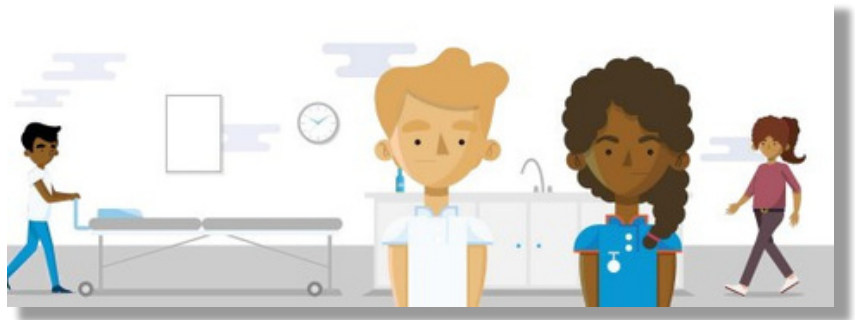
Drugs: www.nhs.uk/live-well/addiction-support/drug-addiction-getting-help/

Alcohol: www.nhs.uk/live-well/alcohol-advice/alcohol-support/

Financial wellbeing

We know that health and wellbeing support remains the top driver of both motivation and advocacy, and that many are increasingly concerned about how they can make their money go further.

We've been working with the MoneyHelper Service (formerly the Money and Pensions Service or Money Advice Service), an organisation who work to improve peoples financial wellbeing across the UK, to provide you with free, independent support. Based on calls to our support lines, we've picked out some of the top tools and resources to help you. Try the free and impartial money advice telephone support line (Typetalk 18001 0800 915 4622 – available nationally), or their WhatsApp or webchat service:



Top tools and resources go to www.moneyhelper.org.uk

Budget Planner Tool is a free planner which puts you in control of your household spending and analyses your results to help you take control of your money.

Quick Cash Finder Tool - use this quick cash finder tool to discover how you could quickly find and save money by simply cutting back on some of your regular spending.

Debt Advice Locator Tool - if you're struggling with debt, it can be hard to know where to turn.

Debt and borrowing taking control of debt, getting free debt advice, how to borrow affordably

Benefits find out what benefits you're entitled to and learn about Universal Credit.

Budgeting and managing your money advice on running a bank account, planning your finances, and cutting costs.

Work and redundancy advice on understanding your employment rights, what in-work benefits you might be entitled to and how to handle redundancy.

My money find loads of bright ideas, money saving tips and step by step recipes for saving money – let 'My Money' help you keep more of your hard-earned cash.

Help with scams advice for spotting, avoiding and recovering from scams



Supporting Our NHS People

Helping you look after your financial wellbeing



Royal College of Nursing: Hardship grants through their Lamplight Support Service for current or former nurses, midwives, healthcare assistants and associates. Potential support available for student nurses too. RCN membership is not necessary. To book an appointment RCN Members: call 0345 772 6100, not an RCN Member: call 0345 772 6200. Lines are open 8:30 - 20:30, seven days a week go to: www.rcn.org.uk

The Care Workers' Charity: Mission, Vision & Values (CWC) A UK where no care worker faces financial hardship alone and where their cause is championed both in and outside of the sector. The CWC is here to provide immediate financial assistance to those facing crises go to: www.thecareworkerscharity.org.uk/get-help/

CSiS Charity Fund is a small, highly focused organisation with the welfare of serving, retired and former civil and public servants at its heart. Our charitable objects, and our whole purpose, is the relief of need, hardship and distress amongst our client group go to: CSiS Charity Fund

The Ambulance Staff Charity (TASC) provide a range of services to support the mental health, physical rehabilitation, and financial wellbeing of the UK's ambulance staff, paramedic students, and ambulance service volunteers go to: www.theasc.org.uk or The Ambulance Staff Charity

Turn 2 Us helps people in financial need gain access to welfare benefits, charitable grants and other financial help – online, by phone and face to face through partner organisations. Their web site includes a benefits calculator, a grants search database, information and interactive tools providing a wide range of subjects on welfare benefits, charitable grants and managing money go to: www.turn2us.org.uk or Turn2us

Social Workers Benevolent Fund (SWBT): A small charity offering one-off, limited financial help to social workers – including retired social workers – and their dependents in times of hardship www.swbt.org

A Charity for Civil Servants: (formerly The Civil Service Benevolent Fund) supports all civil servants, past and present, throughout their lives, with whatever problems they may have. www.foryoubyyou.org.uk

Cavell Nurses Trust: Support for UK nurses, midwives 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 go to: www.cavellnursestrust.org

UNISON: UNISON is the UK's largest union, serving more than 1.3 million members. We represent full-time and part-time staff who provide public services, although they may be employed in both the public and private sectors go to: www.unison.org.uk/get-help/

NHS Credit Union offer a range of savings accounts, current accounts and loans to members, much like traditional banks and building societies. Supporting financial health of members across Scotland and the North of England with affordable savings and loans go to: www.nhscreditunion.com

NHS Discounts and Offers



Health Staff Discounts: NHS staff, get ready to save! We partner businesses looking to reward NHS Staff with great offers. From discounts on restaurants and clothes to special deals on holidays and days out, we've got you covered. Explore a selection of NHS discounts, offers, and deals – only available here!

www.healthstaffdiscounts.co.uk/



Blue Light Card: Whether you're looking for a weekend getaway, fashion fix, state-of-the art device; save online with thousands of retailers: www.bluelightcard.co.uk/



NHS Discount Offers: Discounts and Money Saving Vouchers for NHS Staff: www.nhdiscountoffers.co.uk/



NHS Discounts & Healthcare Staff Benefits: Film-buffs, fashion-lovers or gig-goers, Health Service Discounts has something for everyone: [HSD NHS discounts offers and codes](#)

Supermarkets

Save on the weekly shop with discounted eGift Cards from many of the UK's major supermarkets

Simply choose your retailer and amount, pay a discounted price and the eGift card will be emailed to your inbox to start using

Start exploring your benefits and discover how they can help you with the **cost of living**

Visit vivup.co.uk

Register or login at vivup.co.uk



Tax Free Childcare Government help with childcare is expanding. Early years childcare, school based nurseries and school aged children. To see more about the changes and to check childcare calculations, and how to apply on the Childcare Choices website go to: www.childcarechoices.gov.uk/

Financial wellbeing is fundamentally important to all our staff and NHS Employers highlight that financial wellbeing is a shared responsibility between the employer and employee.

Responses from our Health and Wellbeing Questionnaire have shown us that a number of staff would like further information and support to help them to achieve good financial wellbeing and happiness.

NHS England have been working with the Money Advice Service, an organisation who work to improve peoples financial wellbeing across the UK, to provide you with free, independent support. Based on calls to our support lines, we've picked out some of the top tools and resources to help you.

NHS telephone support line NHS people can call this support line, provided by the MoneyHelper Service, for free and impartial money guidance open Monday to Friday from 8:00 to 18:00 **call: 0800 448 0826**

Employee Assistance Programme (EAP)

website makes it easier for you to access a wide-range of market leading help and support for life's ups and downs - here to support our ELHT staff's mental health and wellbeing

Telephone: 0800 023 9324

Money Saving Expert Martin Lewis shares his 'Money Tips' and the latest financial advice, including cost of living crisis help at:

www.moneysavingexpert.com

Getting help with pet health care costs it can be stressful when your pet is unwell and if you're also worried about money this can make the situation feel worse. The longer your pet is unwell the worse their illness can become.

Seeking advice quickly will likely reduce costs overall and be best for your pet's health. The RSPCA have produced guidance on how to manage the costs:

www.rspca.org.uk/adviceandwelfare/costofliving



StepChange
Debt Charity

Are you struggling to make your money go further?

Would you like help to make better money decisions?

**citizens
advice**

Stepchange debt charity: Free debt advice and help www.stepchange.org/

Citizens Advice Bureau: Free debt advice and help www.citizensadvice.org.uk/

Bill knows a thing or two about money and bills.

In fact, that's why he made this page - to offer free and impartial help to those that might need it.



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?

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.



Dealing with debt can be stressful and can Advance is authorised and regulated by the be a cause of worry, meaning you may find it Financial Conduct Authority (permission no. difficult to concentrate on work or other re-662386) to offer debt advice.

Angel Advance provides online offers debt management plans, individual debt advice to get you back on track and voluntary arrangements (IVAs) and debt relief make your finances more manageable. orders (DROs) as well as general budgeting Angel Advance is a debt solutions company information and money-saving tips. Angel based in the UK that has been helping people Advance is provided to you in partnership with with their problem debts since 2013.

Angel Vivup go to: www.angeladvance.co.uk

SALARY FINANCE

We've partnered with East Lancashire Hospitals NHS Trust **to help make money simple**

Personal Loans for East Lancashire Hospitals NHS Trust Employees

We offer brilliant rates and approve most applications.

Loans



To apply you need to:

- have worked for East Lancashire Hospitals NHS Trust for at least 6 months
 - be at least 18 years old
 - earn at least £6,000 basic salary before tax
 - have lived in the UK for at least 36 months
- Higher acceptance rate - we approve more applications than most banks
 - Great interest rates - we offer lower interest rates than most lenders. Pay less for your loan
 - Stress-free repayments - we take repayments direct from your salary. You won't have to worry about missing a payment

Planning & Budgeting



How to create a spending plan you'll actually follow in 5 steps

Here at Salary Finance we don't like to use the word 'budgeting', we prefer to use 'spending plan' instead as we think it definitely sounds less boring! Having a spending plan is all about knowing where your money is going so you can feel more in control and enjoy life more.

Your spending plan may be weekly, monthly, or yearly depending on what you are planning for. Read our step-by-step guide below to help you get started and you can also check out our Smart Spending System [here](#).

Go to: home.salaryfinance.com/elht



Please note: This information is generic in nature and is not personal advice. If you need personal financial advice, please consult a regulated independent financial adviser. You can get free personal money help from either: Money Helper Service (www.moneyhelper.org.uk/en) or your local Citizens Advice Bureau (www.citizensadvice.org.uk/debt-and-money/)



Register for an account using your VPD code 435

www.nhsfleetsolutions.co.uk

Fleet My New Car provides a cost effective way to lease a brand new car via salary sacrifice



Please be aware your application will be assessed based on your annual salary and using national minimum wage guidance.



Metro Moneywise is a fast, efficient, no-nonsense, cooperative and instant savings and loan service for you and your family. We are a credit union, totally owned by the members, which means that as soon as you become a member you also become a shareholder. You automatically get all the benefits that the thousands of other members get. We offer you ways to save and borrow that are very competitive with high street banks and building societies. Because we are a not for profit financial co-operative, the profit we make is paid directly to you by way of a dividend, after running costs and reserves are met, not to large outside investors. Please look around the website and if you do not find what you are looking for just contact us: www.metromoneywise.co.uk/



Go to: www.vivup.co.uk

Our Home and Electronics staff benefit, provided by our Health and Wellbeing partner, **Vivup** is stacked with amazing deals on the latest home and electronics goods which enables you to order online, spread the costs of your items through manageable monthly salary reductions and receive fast delivery straight to your doorstep.

The salary sacrifices available to staff are there to support staff from a financial point of view, but as a trust we also have the responsibility to support staff. We carry-out two financial checks on all applications to ensure staff don't fall below the national minimum wage. A limit of £2000 has been set for goods purchased through our staff portal.



Our **Cycle to Work Staff Benefit** enables you to enjoy tax free bikes and accessories for your commute to work. Cycle to Work not only keeps you active, it helps save you money as it is a tax free initiative, helping you save up to 30%* on the latest cycling equipment. Plus, if you contribute to the NHS Pension Scheme you can save up to 37%*.

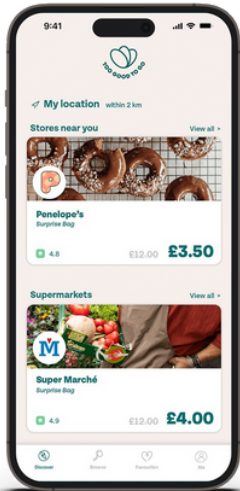
We have the largest range of bikes and accessories in the UK from leading cycling brands for you to choose from, including road, mountain, hybrid and electric bikes. Simply browse and order products online through the Vivup portal, or visit a local, participating bike shop to select any brand of bike or accessory.

For further information go to: www.vivup.co.uk



*Savings of up to 37% are achieved through a salary sacrifice arrangement for a higher rate tax payer where Income Tax, National Insurance and NHS Pension Scheme contributions are reduced. Savings of up to 30% realised for employees not contributing into the NHS Pension Scheme. All savings depend on individual tax and NHS Pension Scheme situations. Figures are a guide only.

Getting help with feeding your family



Too Good To Go is the free app

which allows you to purchase unsold food from top eateries at the end of service, to prevent it from being thrown away. This means you get high-quality food at a great price and do some good for the planet.

You can buy a 'magic bag' of food via the app, which costs between £2 and £4, and **Too Good to Go** says the food will be worth at least three times as much as if you'd bought it at full price. [click on link for too good to go](#)



Too Good to Go now in ELHT Costa and M&S

Feed your family for about £20 a week

Feed your family for about £20 a week shows you how to shop smart, cook clever, make more for less. The Facebook page offers recipes and ideas to inspire you. Visit: www.facebook.com/fyf20quid Feed your family.



The Batch Lady

Batch cooking is a time management process. It is a clever way of preparing meals so that you enjoy. The Batch Lady's Facebook page offers recipes and ideas to help you shop once, cook once and eat healthy all week. Go to: [The Batch Lady](#).



Cooking on a Bootstrap

Jack Monroe's Cooking on a Bootstrap website is filled with ideas and recipes for making the most out of the cheapest ingredients and discounted items in the shops. Visit: <https://cookingonabootstrap.com/> [Cooking on a boot strap](#)



**COOKING
ON A
BOOTSTRAP**

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, some will require making a referral you may need referred for a foodbank voucher by an agency like Citizens Advice, Housing Support, children's centres, and social services.

[CAB food bank](#)



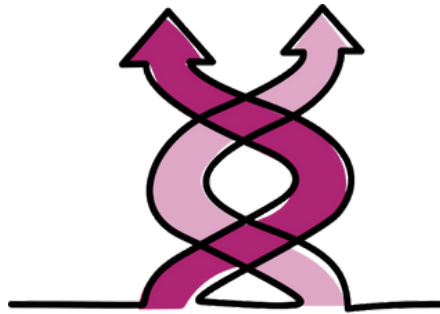
For more financial wellbeing and support information go to the ELHT Health and Wellbeing website - home page - Manage your Finances
www .LSCWellservice.co.uk Username: ELHTWELL

Flexible and Agile Working

Here at ELHT we understand that allowing our colleagues to balance their work and personal lives, when it is done well, has significant and widespread benefits both for individuals, for our services and patients. This means that, from the very start and during your employment with us, we are happy to talk flex!

Flexible and Agile working applies to all colleagues from the day you start work with us.

Whether you are focused on your health and wellbeing, have family or caring commitments, want to balance more than one job, or just generally need a better balance of home and work life then we encourage all colleagues to start a conversation as early as possible with their manager. It does help to be open minded to compromise so that we can see if and how we can support you.



We work
flexibly

If you find that your circumstances change over time that's ok too, there is no limit on the number of requests that you submit.

Of course we need to carefully balance the needs of our services, the team with the needs of colleagues, so this may mean that we may not be able to accommodate every request for every individual. However, we are committed to open, honest, and constructive discussions about how we can make flex work and break down traditional barriers.

Flexible and Agile Working can relate to when, where and how a person works. It can also include the need for greater predictability, to help colleagues manage their different responsibilities and broader interests. Flexible and Agile working arrangements can vary, some may require changes to contractual terms and conditions (e.g. changing hours or days worked or the place of work) and some requiring no such change (e.g. working flexible hours).

Working arrangements can be temporary/ad-hoc/irregular (e.g. working from home for a specific task or adopting a different arrangement for a limited period to support with some personal matters) or for a longer term. There is a wide range of flexible and agile working options available to all colleagues, some examples include flexible start and finish times, home working, job sharing, part time, compressed hours, and annualised hours.

To support colleagues in these conversations there is a 'How to have a Flex conversation' plus guidance documents, resources, information go to: [SharePoint Flexible and Agile Working](#). You can also access the current Work Life Balance, Agile Working and Retirement policies via the HR Portal.

Having early discussions with your manager, thinking creatively and being open to compromise can help with positive flex conversations. If you want to know more scan the QR code:



Colleague of the Month bringing ELHT's values to life

Are you working with an individual or Team that always gives a service that is above and beyond the call of duty and demonstrates our values?

Why not nominate them for an Employee of the Month award?

Nominations will go through for shortlisting and we will surprise the winner with the presentation from one of the Trust Executives. Winners will then automatically go through to be shortlisted for Employee of the Year presented at the Star Awards.

Go to: ELHT Wellbeing Website

www.lscwellservice.co.uk username ELHTWELL

We look forward to receiving your nomination.



Go to: ELHT Wellbeing Website

www.lscwellservice.co.uk username ELHTWELL

We look forward to receiving your nomination.



[Employee of the Month Nomination Form](#)

Scan QR code or click on link above

Appreciation Cards

Why not make someone's day and
pass it on with a card!



A wide range of Appreciation Cards are available for you to write your own personal message to pass onto your colleagues in the Trust.



Recognition can be powerful because it may also increase personal wellness, improve sleep habits, increase metabolism and lessen stress.

Electronic version go to ELHT Wellbeing Website > Work Fulfilment

Getting back to the floor allows the Executive to experience a day in the life of staff members, to truly get to grips with what it is like to work in different parts of ELHT. Many staff have found that they particularly like the 'back to the floor' approach because it's not an inspection and really focused on understanding the experiences of staff in their day to day working lives.

BACK² THE FLOOR



Suzanne Gawne - Radiology



Kate Atkinson - Bacup DN

'Back to the Floor' is an initiative which gives the opportunity for the Executive team and Senior Managers to spend time with staff who are 'on shift'.



Michelle Brown - OPU



Martin Hodgson
Elective Care



Jawad Husain - Ward C11



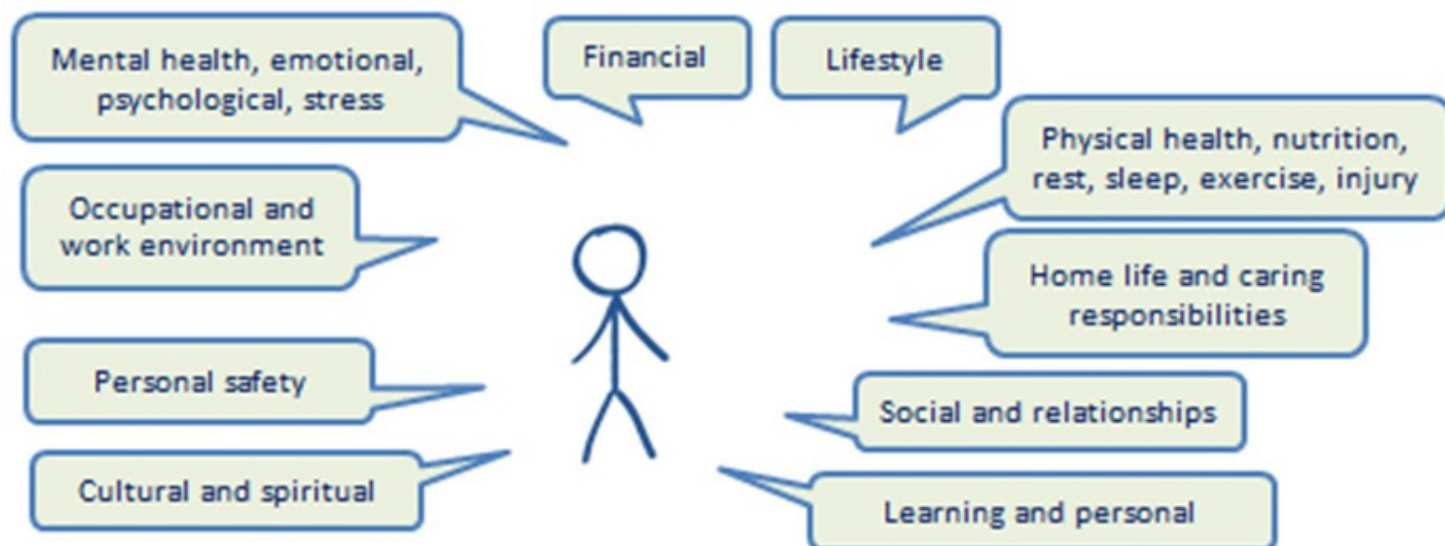
If you would like a 'Back to the Floor' visit in your area of work email:
Wellteam@elht.nhs.uk



Health and Wellbeing Conversations



“Together lets really make a difference and support our staff and our wider teams to engage and participate in activities that promote good health and wellbeing for all”



Wellbeing Conversations are supportive, coaching-style one-to-one conversations focused on building individual and team resilience. They take place between an individual and someone they trust at work (typically their Line Manager but can be someone else if preferred), at a convenient time and place.

These conversations are designed to help support staff and nurture the recovery of all our staff, to help guide those who need additional support to reduce the long-term impact of their distress. It is during these conversations that a staff member may wish to talk about the following:

- How they are feeling both physically and mentally
- Their current workload and/or their working environment
- Their family life and other caring responsibilities or major family events and how these impact on their work
- Any workplace adjustments or flexible working arrangements they may be interested in

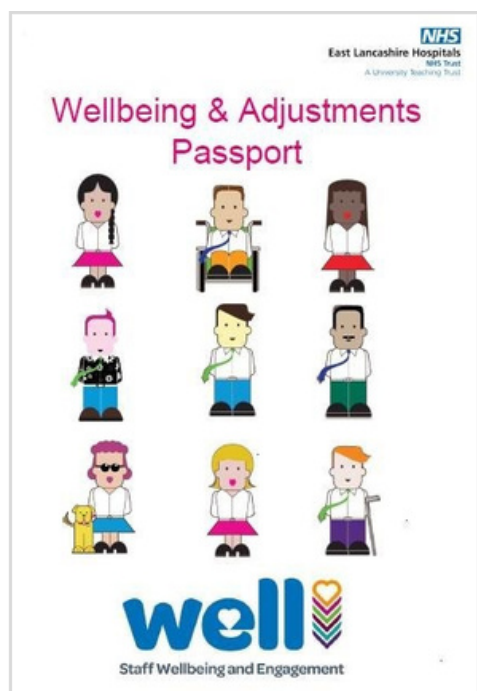
For further information contact: wellteam@elht.nhs.uk



Wellbeing and Adjustment Passport

The purpose of the Passport is to provide a documented record of an individual's needs, which would allow them to function to their best ability in a supportive environment, without prejudice or discrimination.

The Passport can be used for any member of staff who feels that they may need some additional support at work. For example: a member of staff with a disability or long term condition; those who have caring responsibilities for a relative with a disability or long term condition; parents with young children; staff who observe religious festivals or celebrations such as Ramadan or daily prayers; staff who are in the process of gender reassignment, etc.



The Passport can be requested by the **employee** or offered by the employer, but is 'owned' by the employee. A copy of the agreed passport should be saved in the individual's personal file by the line manager once completed.

Completion of the Passport is **voluntary**, however all employees should be offered the opportunity to complete a Passport, which can be at any point during their employment.

The Passport contains details of adjustments agreed between the employee and their line manager, which enables the employee to work to their full potential within a positive, compassionate and supportive environment.

The passport will need to be reviewed on an annual basis. The employee should be responsible for initiating a review earlier if –

- their disability or health condition changes;
- their personal circumstances change;
- their job requirements change;
- they change post;
- there is a change to the working environment

To see full details on the Wellbeing & Adjustments Passport
go to the ELHT Staff Wellbeing Website

Do you have a passion for health and wellbeing?
Would you like to support the health and wellbeing
of your colleagues?



*Champions making
a difference...*



This role can be done by staff with a clinical or non-clinical background and we would love to hear from colleagues across the Trust, in any role at any band.

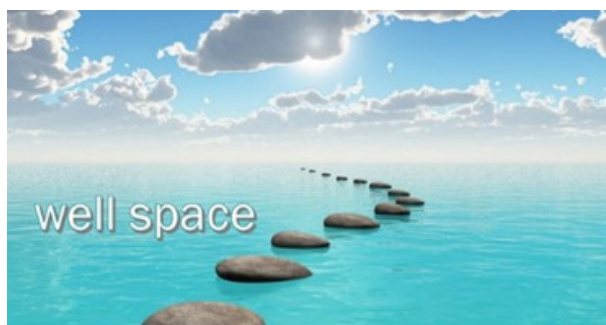
The Well Team will offer a wide range of resources, training and ongoing support to ensure that champions feel able to take on this voluntary role.

Champion roles may vary depending on the needs of your department however, some responsibilities may include acting as a role model for promoting positive health and wellbeing, listening to colleagues when appropriate, encouraging them to take breaks and to look after themselves and make sure they are taking time to reflect and be aware of their physical and mental health.



If you are interested or know of a colleague who would like more information please contact the team for an informal chat email wellteam@elht.nhs.uk or go to www.lscwellservice.co.uk/wellbeing
champions Login: www.LSCWELL • username ELHTWELL

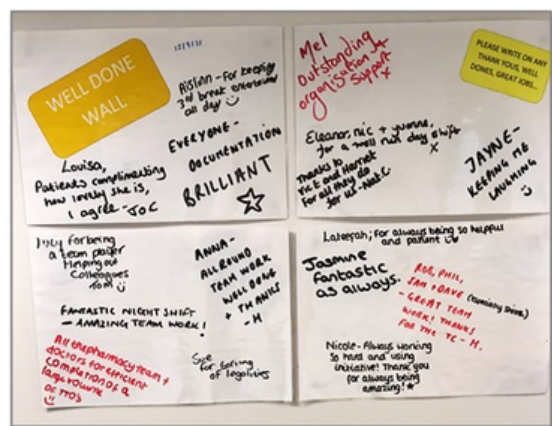




It is recognised that our staff are working under extreme pressures and often in difficult working environments of which are both challenging and relentless at times. It is understood that this places a huge amount of emotional strain on our staff working across the organisation.

We have therefore introduced 'Well Spaces' across the organisation. These spaces aim to ensure staff have a space to go to rest and refuel at times when they might be feeling overwhelmed, anxious, upset or tired.

Well Space



These spaces hope to provide a sense of calm to a working area and encourage staff to take some time out to rest, reflect and recoup. They are generally equipped with a folder of wellbeing related information and activities that staff can engage in to help boost their own wellbeing and include resources and posters to encourage ways to help staff to relax and tips that encourage staff to participate in evidenced based activities that can help to reduce anxiety, stress and other common mental health problems.

Working remotely – why not create a virtual Well Space. All our posters can be downloaded and made accessible for your team. Many Wellbeing and Engagement Champions have created examples of health and wellbeing notice boards, sharing useful hints, tips and information that staff can access.

If you are yet to identify a Well Space in your area of work, please contact the Well Team and they will help set this up with you. If you can find a space or corner, then we can provide the rest.

For more information please contact the Well Team at: wellteam@elht.nhs.uk

Chaplaincy and Spiritual Care Team

Individual Counselling Support

Counselling is a talking therapy that involves a registered therapist helping you acknowledge and understand your thoughts and feelings, finding ways to address your emotional distress. To request counselling support from the Chaplaincy Spiritual Care Department, staff must self-refer to the Well Team (email: wellteam@elht.nhs.uk). The service is not intended for staff who are signed off work due to mental or physical health. Such staff will have been referred by their managers to Occupational Health and therefore may access counselling through these services. Counselling appointments are offered to staff in person in designated counselling rooms at Royal Blackburn Teaching Hospital. Counselling is also offered virtually via MS Teams and via telephone. The frequency and number of appointments are by mutual agreement between the staff member and the therapist, guided by the therapist's professional judgement.

Group Wellbeing Sessions

The department offers wellbeing sessions for staff groups to support their mental health. Here we learn more about the warning signs of mental health, reflect on what helps and hinders us and how we can support ourselves and each other when under pressure. Groups can attend on a one off basis, or book for regular sessions during the year.

To book email: chaplains@elht.nhs.uk

Education and training

The department offers training for managers and team leaders around how to support staff with mental health issues. We look at common mental health problems and how to respond helpfully. We also offer training around working with suicide risk and self harm and bereavement. To book email: chaplains@elht.nhs.uk

Memorial/Life Events

The Spiritual Care Team is able to help you to organise and deliver Memorial Events/Services. This could be for a colleague who you wish to remember or for someone you know who has passed away. The Chapels are available for this at both Blackburn and Burnley and other spaces can be used at Pendle and Clitheroe.



Paws for a Play with Alfie

Book a 20 minute slot with Alfie our therapy dog, either individually or with your friends or team. Have a cuddle with him or get his toys out and help him play.

Request a visit to your work area
email: Therapydog@elht.nhs.uk



Mediation

Mediation is a confidential and informal process that helps parties to talk through issues with impartial mediators to find a way forward. Mediation works because it helps people find practical solutions that feel fair to everyone.

The distinctive features of mediation are:

- An informal modern approach to resolving conflict
- A voluntary process
- Completely confidential
- Facilitated by accredited workplace mediators, who are impartial
- The process will not be recorded on your personal file

The Trust fully supports the principles of mediation and has trained a group of staff from various backgrounds to enable them to undertake an in-house mediation service.

When is Mediation appropriate

A wide range of disputes can be referred. Workplace mediation cases typically include issues relating to:

- Relationship breakdowns
- Personality clashes
- Communication problems
- Sickness absence due to work related stress
- Allegations of bullying and harassment
- Allegations of discrimination
- Grievances

Unlike other formal process mediation allows the parties in conflict to resolve their own issues, working towards a 'win win' outcome for all parties.

It is important for managers to recognise the importance of this service and how it can support staff and teams to have better working relationship and a happier working environment before issues become disruptive.

How to access the service

To access the service or for further information
please contact mediation@elht.nhs.uk

Mentoring and Coaching

Mentoring – What is it?

A mentor is a more experienced individual who supports a less experienced person in their development. A mentor would need to be an expert in the field that they are providing mentoring. In the Trust we have mentors for developing clinical skills who predominantly work with students and also mentors who develop leadership skills.

The length of a mentor relationship can be longer than a coaching relationship. A mentor may use coaching in addition to mentoring when they think the mentee has developed sufficiently to solve their own issues.

To find out more about accessing a Leadership Mentor go the Learning Hub:

Coaching Mentoring and Preceptorship section:

Go to: [Learning Hub Dashboard](#)

Coaching – What is it?

A coach on the other hand is much less directive than a mentor; they will not give you advice. A coach is an individual experienced in coaching techniques and skills which they use to support another person in their development.

The person solves their own issues; the coach provides the space and methods to support different ways of thinking. The coach will also assist their client in developing heightened self-awareness; both in terms of consequences of actions and the impact of self on others.

A coaching relationship is short-term and focused on a specific project or issue. A coach will not mentor. For more information about coaching see Learning Hub

Go to: [Learning Hub Dashboard](#)



Benefits

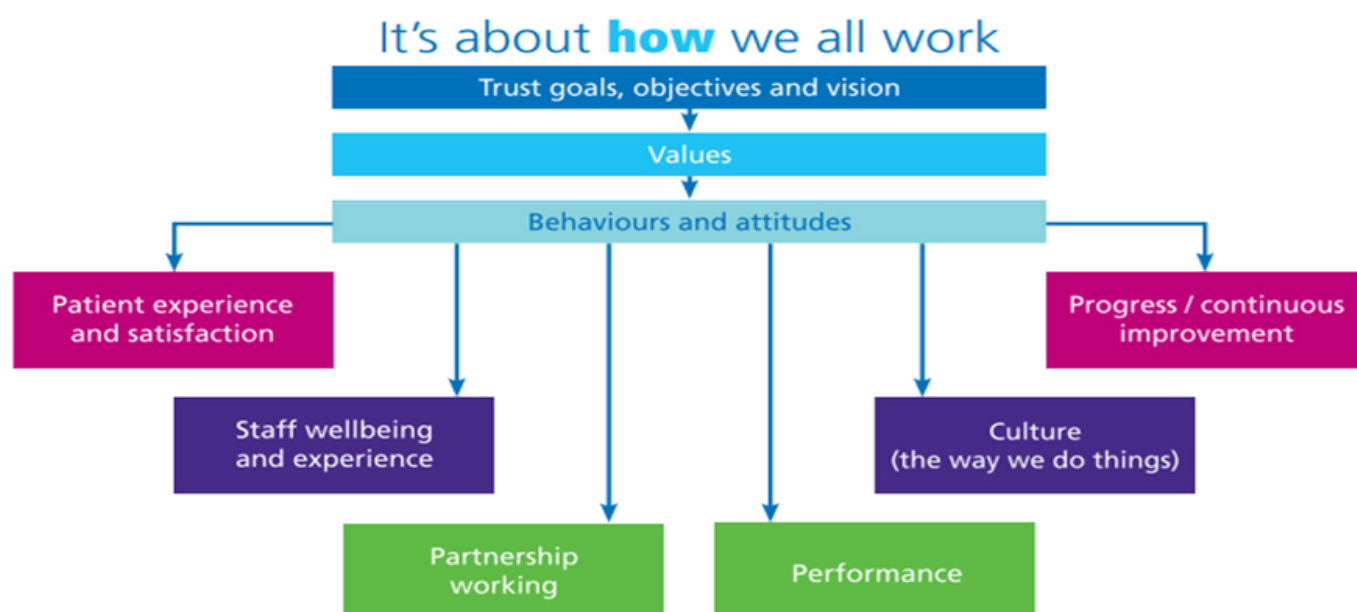
People access coaching and mentoring for various outcomes including:

- Increasing confidence and becoming more self-reliant and assertive
- Safe space to discuss ideas without fear of comeback
- Communicating more effectively and maximising personal impact
- Working more easily and productively with others (boss, direct reports, peers)
- Dealing with blocks on a project/implementing change/quality improvement and exposure to new ideas and ways of thinking
- Gaining increased job and life satisfaction

For more information contact: coachandmentor@elht.nhs.uk

Our Behaviour Framework

The behaviour framework is a set of core behaviours which define how we are expected to approach our work and sits alongside what we do. It details the behaviours and attitudes required by all of our ELHT colleagues and it supports the delivery of the NHS People Plan 2020/21, our strategic priorities, values and culture.



Behaviours demonstrate the attitude and approach we all bring to our work and encompass how we do things, what we say and how we say it, how we treat others and how we expect to be treated. Poor behaviours, such as incivility and rudeness, can have a huge effect on our health and wellbeing, how we feel about working here at ELHT and most importantly affects the care we give to our Patients.

The behaviour framework sets out the expectations of each individual at ELHT. It is embedded into the whole employment lifecycle from recruitment and selection and induction, through appraisals and development conversations. The framework is made up of five elements and the behaviour definitions are shown on the right.

By demonstrating the behaviours within this framework, colleagues will contribute to make ELHT an effective, positive and rewarding place to work and help us to develop our workforce and plan for the future.



More information and a useful self reflection tool can be found on OLI:

[Behaviour Framework](#) or on the SharePoint site:

<https://elhtnhsuk.sharepoint.com/sites/PeopleCulture/SitePages/Behavioural-Framework.aspx>

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
- 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.

Please see the links below:

www.nationalguardian.org.uk/ www.nhsemployers.org/retention-and-staffexperience/raising-concerns-whistleblowing/information-for-staff www.hee.nhs.uk/our-work/freedom-speakguardians

Contact the FTSU Guardians via email: speakupguardian@elht.nhs.uk

For more information about our FTSU Staff Guardian the please scan the QR below:



#SpeakUptoMe

Staff Networks

A huge achievement of our people has been the creation and development of several staff networks, they are an important mechanism to shape our organisational culture as we value the differences we each bring to the workplace, making ELHT a fair and brilliant place to work. At ELHT, our staff networks have been a driving force in creating a workplace where every individual's unique perspectives are valued, with a safe space to share their experiences, where people feel that they belong, where our differences are embraced and valued to enable Safe, Personal, Effective care to our patients and communities. We have ten vibrant staff networks, each dedicated to addressing the specific needs and interests of our diverse workforce.

Neurodiversity Network The network has been established to support colleagues across the Trust who are Neurodiverse. It is estimated that 1 in 7 people are neurodiverse (around 15%-20%)

Network email: neurodiversity.network@elht.nhs.uk

Christian Staff Network Membership of the network is voluntary and is open to ELHT employees, trainees/students, volunteers of the Christian faith, as well as to allies who share the commitment to equality and inclusion. Network email: christianstaffnetwork@elht.nhs.uk

Overseas and International Staff Support Network group Our network aims to amplify the voice of overseas colleagues to influence change and provide support and opportunities to thrive at ELHT. Network email: email: Cini Suresh cini.suresh@elht.nhs.uk or Oladunni Akinbulumo oladunni.akinbulumo@elht.nhs.uk

Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) Employee Network The Lesbian Gay Bisexual, Trans and Queer staff network aims to work to create a safe, inclusive and diverse working environment that encourages respect and equality for all and a space that values and recognises the differences between sexual orientation and gender identity and works proactively to address these. Network email: lgbtq@elht.nhs.uk

DAWN Network The network aims to provide a forum for staff with a disability including but not limited to Physical disabilities, learning disabilities, mental health conditions, long-term conditions (including musculoskeletal conditions, cancer and HIV). Learning difficulties (such as dyslexia and dyspraxia, visual, auditory, speech and sensory impairments) and Hidden disabilities (including autism) to help employees reach their full potential. Network email: DisabilityNetwork@elht.nhs.uk

Mental Health Network The Mental Health Network is a passionate group committed to reducing the stigma and discrimination of mental health and working towards creating a supportive culture, where staff feel comfortable to talk about their mental health. Network email: jane.wilkinson2@elht.nhs.uk

Black Asian Minority Ethnic (BAME) Network As part of our commitment to inclusion and diversity, we are inviting you to join the Black Asian Minority Ethnic (BAME) staff network group. This is your network, for all BAME staff to raise concerns, issues that they may have, seek support and guidance and let's together make that great impact on best patient care for all of our communities and develop BME staff. Network email: ELHT-DiversityandEquality@elht.nhs.uk

Women's Employee Network The Network is underpinned by a shared passion for raising the profile of women at ELHT, female empowerment, and creating a supportive, aspirational and motivational space for female staff at all stages of their careers. Colleagues meet every three months on Teams, with other activities planned throughout the year. Network email: uma.krishnamoorthy@elht.nhs.uk

Muslim Employee Network The Muslim Staff Network is a peer support network which believes that, in order for every individual to reach their full potential, there must be no fear of discrimination or prejudice and a belief that career opportunities or experience of work is not predetermined by religion. Network email: ELHT-DiversityandEquality@elht.nhs.uk

Armed Forces Veteran & Families Network East Lancashire Hospitals NHS Trust supports the health commitments of the Armed Forces Covenant, which is a promise by the nation to ensure that those who serve or, who have served in the UK armed forces, and their families, are treated fairly. Network email: armedforcesveterans@elht.nhs.uk

About Trade Unions (Staff Side)



About trade unions

Trade unions are groups of employees who join together to maintain and improve their conditions of employment.

The typical activities of a trade union include providing assistance and services to their members, collectively bargaining for better pay and conditions for all workers, working to improve the quality of public services, political campaigning and industrial action.

Nearly seven million people in the UK belong to a trade union. Union members include nurses, school meals staff, hospital cleaners, professional footballers, shop assistants, teaching assistants, bus drivers, engineers and apprentices.

Most trade unions are independent of employers but have close working relationships with them.

At ELHT Representatives from all the unions form a united 'Staff Side' and represent employees views. The Staff Side works in partnership with the Trust on collective issues, negotiating and liaising with HR and management colleagues to ensure optimum outcomes for staff. They are involved in many aspects of the organisation, policy and procedure reviews, job evaluations, discussions on Terms and Conditions, and support staff through organisational change alongside the more commonly recognised sickness and disciplinary meetings. There is a monthly staff side meeting for all the unions; there is then a formal JNCC meeting bimonthly where Staff Side, HR and Management come together to ensure that the voices of staff are heard.

Each Union will have different services to offer their members. These may include, legal help, financial assistance, compensation, discounts, dedicated helpline, online access, training and support.

Please take time to consider joining one of the Unions if you are not already a member, they do far more than you think- and are always there to help staff.

For more information go to: <https://elhtnhsuk.sharepoint.com/sites/Unions>



Occupational Health

Who we are and what we do?

You may know Occupational Health as the department that assesses your Health Questionnaires when you start work. In fact, we offer a wide range of services to help maintain the health and wellbeing of all staff. Our primary focus is to provide efficient and effective Occupational Health and Wellbeing services that support you, your manager and the Trust.

We provide:

- Blood tests, health screening and immunisations
- Fair and supportive guidance to you and your manager to help you return from sickness absence and advice on fitness to work
- Emergency walk in service for needle stick, sharp and splash incidents
- Advice on workplace adjustments if you have a disability, illness or injury
- Advice on lifestyle, stress, general health and wellbeing
- Fast Physio
- Work Smart

The OH Department is open: Monday to Friday from 8:30 - 16:30

The Department is located in Park View Offices, Level 1 accessed by the Learning Centre.

Self-Referrals to Occupational Health & Wellbeing Service are an opportunity to discuss your health and work confidentially. Submit a general self referral this is done via the self portal link: <https://elht.opasg2.com/selfreferral/authenticate>

All current staff employed by ELHT will be automatically registered with our OPAS-G2 IT system. You will need your email address (that is known to Occupational Health) to complete a referral form and verify your identity.

Instructions are as follows:

1. Access the self referral portal link
2. Input your email address
3. Access your emails and verify your identity by inputting the temporary access code sent into the portal (copy and paste function works easily)
4. Input the unique client code for ELHT (this is : ZBHEC1)
5. Select the type of self referral you want to complete from the list.
6. Fill in the form fully then submit.

If you receive an error message when trying to complete the form it is likely we do not have your email address on system. If this occurs, please contact occupationalhealthservices@elht.nhs.uk and we will be able to assist.

Referring to Occupational Health

Our aim is to offer you appointments within 15 working days.
A text reminder is used to help people attend their appointments.



Referring to Occupational Health

Management Referrals all line managers should have received an email with the details of their username and portal access login, (email: occupationalhealthservices@elht.nhs.uk if not received). Once set up as a user, the system can be accessed by link: [Access link](#)

We would recommend saving this as a bookmark on the web browser for easy access. Managers will complete all Management Referrals to Occupational Health via our portal. Once a referral is submitted via the portal, the progress can be tracked for each case, view upcoming appointments and view Occupational Health reports pertaining to the staff member referred. Please be aware when a management referral is submitted this is now automatically sent to the staff member for pre-consent of the referral. Once they consent to the referral then it is automatically sent to us. If the staff member does not complete this within 5 working days, then the referral will automatically be sent to our service.

There is a 7-minute demo video on Share Point and the LSCWELL website which guides managers through the process.

OPAS_{G2}

General enquires or contact us:

To make contact and for general enquires, email Occupational Health:
occupationalhealthservices@elht.nhs.uk

For further information and advice, please visit our SharePoint page: [Welcome To Our Staff Health & Wellbeing SharePoint](#) or go to Occupational Health www.lscwellservice.co.uk user name :ELHTWELL

NOTE: To help with the smooth running of our department, if you are unable to attend, please contact us with at least 48 hours notice, if possible, to cancel your appointment.



Early Access to Support for Employees

EASE stands for **Early Access to Support for Employees**.

It is an early intervention service provided by the Lancashire and South Cumbria Well Service 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:
occupationalhealthservices@elht.nhs.uk



Fast Physio Occupational Health Physiotherapy Service



Mission Statement

"Fast Physio is a dedicated physiotherapy service for ELHT employees with musculoskeletal problems aimed at early intervention to aid the health work & well-being of our workforce."

Aims:

- To reduce ELHT sickness absence
- To improve the general well-being, fitness and health of ELHT members of staff
- To assist employees with long standing health conditions complete their jobs safely and effectively
- To ensure workplaces are ergonomically sound to help prevent long term musculoskeletal problems

The services we offer includes:

- Free and confidential access to physiotherapy for early intervention, treatment and prevention of musculoskeletal problems if you are in work
- Service specifically for staff members who are in work with musculoskeletal problems e.g. chronic back or neck ache, sports injuries
- You will be offered an initial assessment over the phone to allow us to give you early intervention and advice for your condition
- As required you will be booked a 1:1 follow up for a thorough assessment and further treatment of your problem

Fast Physio work collaboratively with the award-winning company PhysioMed who provide a Physio PAL service. Dependent on your symptoms you will either be contacted by our in house team, or by PhysioMed for assessment and treatment.

What is the Physiotherapy Advice Line (PAL)?

PAL is a service for staff to self refer into if they are experiencing a musculoskeletal problem. This allows employees to get quick, expert intervention for muscle and joint problems directly from a Chartered Physiotherapist who will provide a full assessment over the phone.

The advice line is designed to provide a diagnosis, prognosis and a treatment plan to aid a reduction in aggravation and severity of injuries and assist in quick resolution. If required following this, face to face physiotherapy intervention will be arranged.

How does it work for you?

If you have an MSK complaint, complete an online self referral form and submit it to Occupational Health. You will then receive further information explaining what to expect within 2 working days.

What is the Inclusion Criteria for this service?

- You are referring with a Single Pathology
- You have not referred to the PAL in the last six months
- You are not under physiotherapy, chiropractor or osteopath already It is a clinical protocol that patients cannot be under the care of two practitioners at the same time
- You are not under the care of a consultant for an MSK condition
- You are not due to have an appointment with a consultant for an MSK condition
- You consent to the Physio Med Service For further information and to access the self referral form for the Fast Physio PAL service

To complete the referral form go to the Trust Website

www.lscwellservice.co.uk username: ELHTWELL. Go to Professional Support tab - Fast Physio PAL, or access the same information via SharePoint on

<https://elhtnhsuk.sharepoint.com/sites/OccupationalHealth/SitePages/Fast-Physio.aspx>

Work Smart

Employees may experience problems with workstations or work environment layout which can contribute to or exacerbate musculoskeletal disorders or long-term health conditions.

Work smart is a dedicated specialised ergonomics service for staff working for East Lancashire Hospitals NHS Trust. The team has a broad range of expertise, drawing on physiotherapy knowledge of musculoskeletal disorders.

Our interventions can range from analysing the design of a task for an individual, to the whole working system of a department.

What we can offer:

1. Identify potential ergonomic risk factors and assist you to develop and implement solutions and controls
2. Improve workstation design and layout
3. Educate users on chair features, review seating and posture and review optimum keying and mousing techniques
4. Recommend correct ergonomic equipment
5. Educate employees on general musculoskeletal hazard awareness, controls and interventions

Worksmart Referral is ideally done by your manager via their portal access, but self referrals are also accepted.

For further information and to access the self referral form go to the Trust Website www.lscwellservice.co.uk Username: ELHTWELL or access via For further information and to access the self referral form go to the Trust Website www.lscwellservice.co.uk Username: ELHTWELL or access via SharePoint using the link: <https://elhtnhsuk.sharepoint.com/sites/OccupationalHealth/SitePages/Work-Smart.aspx>



PAC-UK

Adoption and Permanency Support



First Family Service - Across the North West

Is your child or relative adopted, or is there a chance this might happen?

Free advice and support for birth parents and relatives*.



www.pac-uk.org



firstfamily@pac-uk.org



Advice line – 0300 1800 090



Covering – Manchester*, Trafford*, Stockport*, Salford*, Cheshire East*, Oldham, Tameside, Rochdale, Bury, Bolton, Blackburn and Darwen, Wigan*, Warrington*, Halton*, Cheshire West and Chester*, and St. Helens*.

PAC-UK is a charity and is not part of social services or any government organisation.

To find out more about the First Family Service from parents that have accessed our support, scan the QR code:



family-action.org.uk



Well Service Email: wellteam@elht.nhs.uk
www.lscwellservice.co.uk username: ELHTWELL