

Workforce Occupational Health - Mental Health Support

Page dedicated to COVID-19 Health and Wellbeing, designed to support health and wellbeing whilst living and working with COVID-19 link to page here <http://infonet.flintshire.gov.uk/en/Health-and-Wellbeing/COVID-19-Health-and-Wellbeing.aspx>

Support provided at three levels - Individual, Manager, and Teams and Peers.

Health and Wellbeing Toolkit - For Individuals

The Coronavirus (COVID-19) has changed the way we work, how we work and interact in our teams, there is a lot of information available to support individuals look after their own health and wellbeing and support them in work:

Wellbeing Sessions

We have commissioned an online / interactive wellbeing session for individuals to join. The session is delivered by a highly respected Mental Health nurse.

Mindfulness Sessions

We have online/interactive mindfulness sessions for individuals to join. The sessions are delivered by a highly respected Mental Health Nurse.

Financial Wellbeing Sessions

Operated in partnership with Chadwick's IFA –to provide a range of free online financial clinics. These clinics allow individuals to speak with a qualified financial adviser during a 30 minute slot. The slots are held over video call. Topics that can be discussed are: - Retirement planning, mortgages, financial protection (insurance), estate planning, pension planning, equity release and investments.

Coaching

For anyone finding in these unprecedented, challenging times that they are struggling to concentrate, get motivated, focus, achieve a goal, lack confidence, make decisions, solve problems, deal with returning to work or new ways of working or coping with any change in general, and you are ready to move things forward in order to have a more productive and satisfying work-life, then coaching could be for you.

Coaching is a confidential focused and supportive conversation, it is about achieving goals for increased wellbeing and improved performance. The coach will assist individuals and teams to set their own goals, listen, question, give feedback if appropriate, explore new ideas, different viewpoints, help formulate plans and share tools to strengthen self-awareness and learning.

Coaching conversations can also provide a valuable insight into why you think and feel the way you do, and the impact this has on your actions and the results you are getting.

Working from Home

Many of us have to adapt to working from home and this is likely to continue, it is important to look after your mental wellbeing when working from home. The office provided routine and security we have had to adjust to new ways of working and it is important to establish new routines and maintain a separation between work and home. Please follow the link from MIND who have created their top tips for working from home:- <https://www.mind.org.uk/workplace/coronavirus-and-work/tips-for-supporting-yourself-and-your-team/>

Mind Top Tips Working from Home

- *Annual Leave*

It is important during this time that you still in agreement with your manager, plan for and take your annual leave. This ensures a break from work and helps your mental health and wellbeing. Please ensure you read the FAQs around taking annual leave.

- *Be Active*

Being active helps both our physical and mental health, aids better sleep and helps to keep us alert. Whilst working from home remember to take regular breaks and build in some time for your physical health.

- *NHS Home Workout Videos*

Aura Leisure are providing free fitness sessions please follow the link here to their website for more information

- *Access to Work*

Please follow the link to find out more about the extension to the Government's Access to Work scheme for those who are extremely clinically vulnerable and the support available during the pandemic to work from home.

- *Anxiety and Stress*

There are a lots of useful tools and guide to help support with anxiety and stress, now more than ever you may find you are struggling with the new ways of working, please follow the link to find ways to help cope and feel calmer during this challenging situation.

- *NHS Every Mind Matters/ Your Mind Plan and Quiz*

Take the NHS Quiz to receive a personal plan and top tips to improving your mental health and reducing stress and anxiety during this time.

Follow the NHS link for practical advice whilst being at home to help your mental wellbeing <https://www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-quiz/>

- *NHS staying at home tips*

Coronavirus has affected every part of our lives, and at times can leave us feeling overwhelmed, MIND offer useful and reliable information to help us cope during this time.

- *MIND Coronavirus Information and Tips*

Face Masks and Coverings can cause some anxiety and difficult feelings, please follow the link below to useful information and practical tips on wearing face masks/coverings.

<https://www.mind.org.uk/information-support/coronavirus/>

- *Mind - Face Coverings and Mental Health*

Mind - Active Monitoring. Mind have an early intervention service available across Wales to help and support mild to moderate mental health problems. Support can be offered over the phone and by email.

- *BCUHB - SilverCloud.*

People across Wales can now access free online therapy for those experiencing mild to moderate anxiety, depression or stress, through a online 12 week course via their smartphone, laptop, tablet or desktop computer. Please follow the link for more information.

<https://bcuhb.nhs.wales/health-advice/silvercloud-free-online-mental-health-therapy/>

Health and Wellbeing Toolkit - For Managers

The Coronavirus (COVID-19) has changed the way we work and how we manage and support our teams, there is a lot of information available to support managers look after their own wellbeing and their teams. Please use the information and links below:-

- *Keeping in Touch*

As a manager you should be keeping in touch regularly with your team.

- *Team building exercises*

Now more than ever it is important that teams work together well and we find new ways to do this, if you would like to discuss and/or arrange a virtual team building exercise, please contact Heather Johnson, L&D Business Partner at heather.j.johnson@flintshire.gov.uk to discuss. We can help facilitate this for you or we can support you to do this yourself.

- *Coaching*

Do you as a manager want to access a coach to discuss a work issue or problem that is bothering you? We can provide a confidential online meeting with an Executive Coach. Coaching is a confidential focused and supportive conversation, it is about achieving goals for increased wellbeing and improved performance. The coach will assist individuals and teams to set their own goals, listen, question, give feedback if appropriate, explore new ideas, different viewpoints, help formulate plans and share tools to strengthen self-awareness and learning.

Coaching conversations can also provide a valuable insight into why you think and feel the way you do, and the impact this has on your actions and the results you are getting.

- *Occupational Health Support*

As a manager if you have noticed or feel a member of your team is struggling and would benefit with some additional support to help their health and wellbeing please email occ.health.admin with the name of the employee and some brief details, we will get in touch and aim to get support in place quickly. We may be able to signpost to some online support or offer the individual some support sessions.

Occupational Health Telephone Number 01352 702755 or internal extension 2777

- *Health and Wellbeing Toolkit - Teams and Peers*

The Coronavirus (COVID-19) has changed the way we work and how we work together as a team and with our peers. There is a lot of information available to support each other and adapt to new ways of working.

"It is important that we be kind to each other and ourselves"

Why don't you support a colleague by arranging a 'zoom' or 'WebEX' meeting over a cup of coffee?

The benefits of peer support are wide ranging and one of the key benefits is that we can support and help each other and increase our own ability to cope with issues whilst supporting someone else. Peer support brings together colleagues with shared experiences in a 'trusted' space where they can be open and honest.

Why don't you give a colleague a quick call? Ask them how they really are?

Is there a colleague you haven't spoken to for a while?

You could agree to watch one of the short films or Ted talks. When you call this could be the basis for your conversation. It does not have to be about work – it can be about how we feel and how we are coping.

- "Inspiration for Conversation"

There are lots of useful videos and short films to inspire conversations and provide peer support

Give a colleague a call today it can make a huge difference preventing yourself and others from feeling isolated.

"It is important that we be kind to each other and ourselves"

Health and Well-being and Trauma

Working with MIND and colleagues from Social Services, accessed specific support via the Blue Light Programme for Care Workers.

Additional support available to all Employee's

Employee Assistance Programme

Our Employee Assistance Programme (EAP) Carefirst provides emotional and practical support for issues at home or in work. These services are available online and via a free phone number 24 hours a day, 365 days of the year. If you or a member of your team needs some additional support, please use our employee assistance programme, it is completely confidential, please follow the link for more details

Flintshire Academi - Learning Pool

There are lots of e-modules available through learning pool including stigma and mental health - the elephant in the room, stress awareness, building resilience, personal resilience, remote working, conference call etiquette and many more. Please log onto learning pool and progress through the modules.

Useful Numbers and Links

We have access to lots of information, please also take a look at these links and numbers:

Occupational Health Department

Telephone: 01352 702777 or internal extension: 2777

Email: occ.health.admin@flintshire.gov.uk

MIND

You can also get in touch with MIND info line, who can provide information or help you find support near you.

Telephone: 0300 123 3393

Email: info@mind.org.uk

Samaritans

Telephone: 116 123

Email: jo@samaritans.org

More information about Coronavirus (COVID-19) can be found on the Public Health Wales website.