



United Lincolnshire
Hospitals
NHS Trust

Your Wellbeing Coronavirus COVID-19

Last updated 06/05/2020



OUTSTANDING CARE
personally DELIVERED

Stay up to date & connected

ULHT Equality Staff Networks are still available!

Our equality staff networks whilst not physically meeting are still available. We are currently working to help us support colleagues if there are any COVID-19 related equality issues. This relates to any impacts for you as a staff member or for our service users and carers.

There are 4 active Equality Staff networks still operating on their network social media closed groups:

- Women's Network and allies
- Lesbian, Gay, Bi and Transgender (LGBT+) and allies
- Black Asian and Minority Ethnic people (BAME) and allies
- Mental And Physical Lived Experience (MAPLE) and allies

There is a collection of colleague who are connected by the Armed Forces Network.

Anyone can join any of the Trust's networks whether you connect to the theme or not. Simply contact Tim.Couchman@ULH.nhs.uk with any questions and info about how to get involved.



For ALL accurate information relating to all aspects of our response to COVID 19 and Coronavirus, please refer to the **COVID-19 (Coronavirus) SBAR**

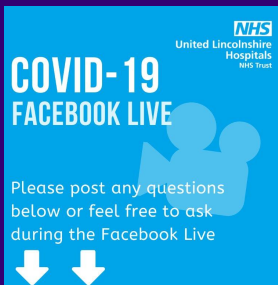


@MorganCEO

Andrew Morgan
CEO

Home after attending the very moving Clap for Carers at Pilgrim Hospital Boston tonight. Particularly poignant following the sad loss of one of our nursing colleagues this week @ULHT_News

30 Apr 20



Executive Team Facebook Live & MS Team

We have had six COVID-19 Facebook Live chats, one PPE special with our Executive Team. Initially on Facebook Live, we have now connected more staff by using our new MS Teams platform! They continue to be increasingly popular and a direct way for staff to ask questions and seek reassurance.

You can go back and watch them at any time on ULHT Together as they are saved there AND now you can find them on the intranet. <http://ulhintranet/covid-19-facebook-live-videos>



join our closed Facebook page
search 'ULHT Together'



@ULHTWellbeing @MorganCEO

@mbrassin76

@paulm39

@KarenDunderdale

@SimonEvanNHS

@mrayson



The road to restoration and recovery

We want to continue working with you to support you during and after this very challenging period, whilst acknowledging that COVID will be with us for some time to come

At ULHT we are starting to consider when that will be and what that will look like. Certainly we will need to manage COVID positive patients for some time to come, alongside what we might term “business as usual”.

In creating what might be considered a “new normal”, we want to consider what on-going support you might need, including meeting your psychological needs, both in the short term as well as longer term.

The message nationally is that the NHS will begin to restore other services

And we know that these needs will be different, at different times for different people.

We do not underestimate the fear, anxiety and stress that has been experienced by many of you and may well be there for some time to come.

We know that many of you are working in entirely unfamiliar circumstances, far outside your

normal working day and many of you are separated from your normal support network of your team members.

Remember – this situation is unprecedented; it is okay to not be okay.

Experiencing symptoms of stress doesn't mean you aren't up to the job, it means you're human. There are lots of sources of support for you and these will continue for a long time to come.

We are working with colleagues from across Lincolnshire to build on what we have and strengthen them for the future.

If you'd like to help us in this task, we'd love to hear from you. Please contact Helen Nicholson, Head of Organisational Development on helen.nicholson2@ulh.nhs.uk



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ARE YOU A LEADER?

(Source: The British Psychological Society COVID 19 Staff Wellbeing Group)

To all leaders and managers, to support your staff and their wellbeing through this phase of COVID 19, this is how staff need you to act now....

Be visible, be available, and be supportive

You do not need to have all the solutions all the time

Guide staff to the resources they need, however basic - e.g. to rest, to speak with family

Remember this situation is unprecedented; it is okay to not be okay.

You will need to tolerate and manage uncertainty for yourself and your staff

Your wellbeing is important too, be compassionate towards yourself

You are best-placed to create a protective environment for your staff

Actively encourage expression of concerns and fears - listen with patience and compassion.

There's lots of help for you as leaders and managers. Please contact us or any member of the Organisational Development team
COVID19-Staffwellbeing@ULH.nhs.uk

Communicate to staff regularly and frequently in simple clear ways. Use video and written means

Establish explicit peer support mechanisms e.g. daily buddying including explicit permission to 'look out for your buddy'

Give staff permission to step back and ensure breaks and rest

Experiencing symptoms of stress doesn't mean you aren't up to the job, it means you're human



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Redeployment Stories

In recent weeks, we have seen a lot of our colleagues redeployed into different areas, areas they have little or no experience in. We have been noticing the shout outs on ULHT Together and have heard directly for colleagues who want to share their stories.

Keep them coming!

Want to share YOUR redeployment story?
 Email us on COVID19-Staffwellbeing@ulh.nhs.uk

Kirsty Storer
 Thanks to everyone at pilgrim a&e for looking after me the last 3 days! You have all been lovely, thank you x

Sam Daniels
 I would like to say a massive thank you to those registered nurses who have been redeployed to help Occupational Health with our staff risk assessments as well as the OH teams for being so welcoming. You're all amazing!

Emma McLelland
 Did a shift on Hatton ward this afternoon and staff was lovely and thank you for making me very welcome x

Zowe Chapman
 Massive thank you to the Bostonian staff last night! Made me and Nikki feel so welcome. You're all doing an amazing job!!

Ann Wagstaff, Staff Nurse

What's your 'day job'?

Before my redeployment I was a surgical nurse on the day case ward at pilgrim. I have experienced a lot of change, I am now working on a COVID-19 positive ward.



What challenges did you face?

I have faced many challenges! End of live care, working with the doctors to meet the patients needs. But mainly how to cope in an emotionally and physically draining environment.

How did you overcome them?

I ask A LOT of questions I am a bit of a nosey rosie haha! but asking questions broke down barriers.

What has been the best part of being redeployed?

All of it! I have loved every minute. I love learning and expanding my knowledge. It has also inspired me to introduce an innovation to ULHT.

What advice would you give others?

I know its tough but you can do it, look for one good thing in your day and focus on it. Ask questions and be brave. Use the opportunity to harness new skills or revive old skills. But most of all remember you are doing an amazing job! Xx

“ ULHT Together Shout outs

Kindness makes all the difference



Talk and support



www.headspace.com/nhs

HeadSpace is a science-backed app in mindfulness and meditation, providing unique tools and resources to help reduce stress, build resilience, and aid better sleep.



www.silvercloudhealth.com/uk
Use access code: NHS2020

SilverCloud Health is a leading digital mental health company offering free wellbeing support for all NHS staff and their families.



nhs.unmind.com/signup

Unmind is a mental health platform that empowers staff to proactively improve their mental wellbeing. Programmes are designed to help with stress, sleep, coping, connection, fulfillment and nutrition.

Staff have free access to these wellbeing apps until 31 December 2020

<https://www.nhsemployers.org/covid19/health-safety-and-wellbeing/support-available-for-nhs-staff>



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HEALTH AND WELLBEING

COVID-19 HELPLINE

staff wellbeing • health conditions • basic HR queries



01522 308885 available from 8am-8pm • 7 days a week

In partnership with • United Lincolnshire Hospitals Trust • Lincolnshire Community Health Services • Lincolnshire CCG • Primary Care

Our health and wellbeing helpline can be used by staff and managers who have any queries or concerns relating to COVID 19 regarding their health and wellbeing.

Depending on the nature of your call, you may be signposted onto other sources of advice. Please do not call until you have checked the FAQs on our intranet page as the answer to your question may well be there.

The health and wellbeing helpline is available from 8am-8pm, 7 days a week, please contact us on 01522 308885.

The Emotional Wellbeing helpline hosted by @LPFTNHS (01522 518609 & 01522 569512) is available for ALL NHS colleagues in Lincolnshire

Emotional Wellbeing Helpline

The emotional wellbeing helpline will offer brief therapeutic interventions to support you to maintain your wellbeing during this time. Call 01522 518609 and 01522 569512 or you can email at lpn-tr.staffwell-being@nhs.net

#TalkToSomeone

How are you? Summary of support offers available to you

Health and Wellbeing Champions

If you feel you need to talk, find your team's Health and Wellbeing Champion. They are trained to support and signpost you to services that can help you in your time of need. They are great listeners!

ULHT Chaplains

Your hospital Chaplains are there to listen whenever you need them. Whether you're feeling anxious, upset or just want to talk.

Contact your site's Chaplain by contacting the switchboard

ULHT Virtual community spaces

Mon - Fri from 1pm-2pm, there will be a hosted virtual space on MS Teams for any ULHT colleague to connect with others. It is a space to share thoughts and feelings. You can use your home devices too. Contact COVID19-StaffWellbeing@ulh.nhs.uk for joining details

#ourNHSpeople National helpline

Wellbeing support for all our NHS people, we are here whenever you need us.

Call 0300 131 7000; 7am - 11pm 7 days a week
Text 'frontline' to 85258 for 24/7 text support
more info at people.nhs.uk

ULHT Coaches

A coach, or person using coaching skills, will have a focus on talking less, listening more, giving fewer direct instructions, asking more questions, and giving specific feedback instead of making judgements.

Contact COVID19-StaffWellbeing@ulh.nhs.uk for more details

Counselling

Counselling provides an opportunity to talk about problems or issues that concern you in a supportive neutral atmosphere.

- You can access the service for personal and professional problems.
- You can refer yourself or ask your manager to refer you to OH.
- You can contact Occupational Health directly.

Lincolnshire helpline

Our health and wellbeing helpline can be used by staff and managers who have any queries or concerns relating to COVID 19 regarding their health and wellbeing. You can also access this if you would benefit from some support for your emotional wellbeing at this time

Lincs Health & Wellbeing helpline is available from 8am-8pm, 7 days a week, please contact us on 01522 308885.

Mental Health First Aiders

ULHT has a team of Mental Health First Aiders who are on hand to support staff during this emotionally challenging time.

Contact COVID19-StaffWellbeing@ulh.nhs.uk for more details



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Desk stretches to ease aches and pains



Working from home taking it's toll?

How are your muscles and joints finding working from home during lockdown?

Try these stretches, specially designed for you to do at your desk or wherever you're sitting with your computer, to help ease the strain



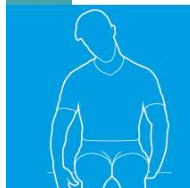
2. POSTERIOR SHOULDER STRETCH

- Hold one arm across your body.
- Pull your elbow into your chest.
- You should feel your shoulder gently stretching.



4. SITTING BACK EXTENSIONS

- Sit straight with your feet together.
- Put the palms of your hands into the small of your back.
- Lean back over your hands, feeling your lower back stretch out.



6. UPPER SHOULDER & NECK STRETCH

- Sit on one hand.
- Tilt your head away from the hand you're sitting on.
- Tilt your head slightly forward, towards your shoulder.
- You should feel the muscles in your neck and shoulder being stretched.
- Change sides, and repeat



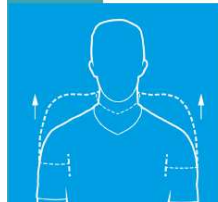
7. SHOULDER EXTENSION- ONE

- Stand up and stretch your arms out behind you.
- Clasp your hands together and gently lift your arms.
- You should feel the pressure in your shoulders ease off.



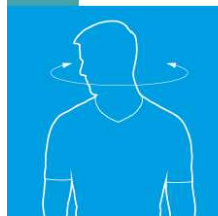
1. SEATED SPIRAL ROTATION

- While seated, cross your arms over your chest.
- Grab your shoulders.
- Rotate your upper body from the waist, turning gently from left to right as far as you can.
- You should feel a tension on both side of your lower back as it stretches out.



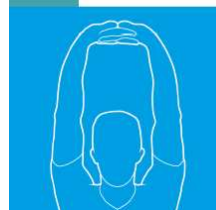
3. SHOULDER SHRUGS

- Gently lift your shoulders.
- Let them slowly fall.
- You should feel tension being released as your shoulders drop



5. NECK ROTATIONS

- Keep your head upright.
- Gently turn your head from side to side.
- As you turn your head, try to move it past your shoulder.
- You should feel the muscles on the outside of your neck gradually stretching.



8. SHOULDER EXTENSION- TWO

- Hold both arms above your head.
- Link your hands with your palms facing upwards.
- Reach as high as possible.
- You should feel your shoulders stretching.



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Staying Well When Social Distancing

- 1 Establish a daily routine.** Routines provide structure and purpose
- 2 Balance your weekly routine** so you have a good mix of work (activities that have to be done), rest and leisure.
- 3 Think about the regular activities that are most important to you.** What are the important elements to these? Can you adapt them to carry out in the home? For example, instead of a class, following an online strength and balance routine.
- 4 Set daily goals** to provide purpose and a sense of achievement. This might include working through that list of the things you keep meaning to do but never get round to?
- 5 Identify the triggers that make you feel low** and look for ways to reduce or manage them.
- 6 Talk with family, friends and neighbours** to help them understand how you feel and how they can help. Can they talk you through using apps on your mobile phone, for instance?
- 7 Take care of yourself.** Eat and drink healthily with plenty of fruit, vegetables and water to support your immune function and energy levels. For more information see the BDA website.
- 8 Avoid staying still for too long.** Exercise and regular movement will maintain fitness and strength. If you are working from home, take breaks and eat away from your “desk.”
- 9 Have a good sleep routine.** If you are struggling, try avoiding tea and coffee in the late afternoon and evening, take a bath, using blackout curtains, listening to gentle music or deep breathing exercises.
- 10 Keep in touch.** Arrange to speak to someone most days on the phone, through social media or over the garden fence. Age UK and Silverline have people to speak to.

SBK

Positive learning for NHS professionals

Did you know that SBK Healthcare are currently providing free support and training webinars for the NHS?

You can now view the webinars that were made in April on YouTube. Each video lasts up to one hour.

How to Sleep Better during COVID-19

Led by Dr Mike Scanlan, a Mental Health Consultant for Mind Time Therapies, this video will support frontline staff to reduce and deal with worrying thoughts whilst going to sleep, and ensure that stress does not interrupt your sleep.

Managing Burnout for Frontline Staff

Led by Mike Scanlan, Mind Time Therapies, this video will support you to deal with doubt, uncertainty and anxiety during times of increased pressure, enabling you to prioritise self-care and be kind to yourself at this difficult time.

Team Leaders' Guide to Staff Wellbeing

Led by David Mathew, Learning and Development Manager, NHS Arden and Greater East Midlands CSU, this video will help you to improve wellbeing and support colleagues effectively in a climate dominated by COVID-19.

Managing Conflict on the NHS Frontline

Led by Cathe Gaskell, who works collaboratively with NHS trusts and services across the country, this video will equip you with the tools to understand your feelings and behaviours, and deal with difficult situations and people.

Building Resilience for Redeployment

Led by Carla Smith, Business Manager & Wellbeing Lead, NHS Arden and Greater East Midlands CSU, this video will guide you through the challenges of redeployment, helping you to cope better with change.

Managing Anxiety at Work

Led by Dr Mike Scanlan from Mind Time Therapies, this video is designed to support frontline staff, increase your mental health awareness, normalise worry and manage your levels of anxiety whilst at work.

SBK Channel link - https://www.youtube.com/channel/UCw79Wj3y3IKhVH3cUs71eWQ/videos?disable_polymer=1



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