



ELFT *Employee Wellbeing*



Care First 0800 174 319

*Some offerings are limited to availability (usually a first come first service basis) and may be location specific. Please direct any queries to Eft.employee.engage@nhs.net

ELFT WELLBEING SUPPORT RESOURCES

ELFT's Employee Assistance Programme is an anonymous call line directed to external registered counsellors and advisors who are available 24/7. The service is not only for emergency counselling, it can be used to gain advice on almost any aspect of life, from landlord issues to holiday bookings. Please reach out for confidential assistance on 0800 174 319 or by logging in online www.carefirst-lifestyle.co.uk : Username: ELFT; Password: employee

There are also a number of additional internal and external wellbeing resources available to ELFT employees. Please kindly see below for these resources, each linked to the ELFT employee wellbeing wheel's 5 wellbeing areas:

Emotional Wellbeing	
Internal Support	<u>ELFT's Emotional Support Call-Back Service</u> - can be accessed by emailing elft.communications@nhs.net
	<u>Occupational Health</u> - can be contacted on 01327 810269 or email: team4@optimahealth.co.uk
	<u>IAPT/Talking Therapies Services</u> - staff who refer themselves to IAPT services run by ELFT will be given priority - so make it known that you are a member of staff.
	<u>Bullying & Harassment Advisors</u> - have you ever felt the need to talk to someone about how a colleague or manager is treating you? Do you feel you are undermined at work? Do you dread going to work because of how someone treats you? Do you find yourself trying to cope with unwanted behavior? For further information please click on link: https://www.elft.nhs.uk/intranet/all-about-me/bullying-and-harassment-support-advisers
	<u>Freedom to Speak Up</u> - the freedom to speak up team is here to listen. Speaking up about any concern you have at work is really important, in fact, it's vital because it will help us to keep improving our services for all patients as well as the working environment for our staff. For further information please click on link: https://www.elft.nhs.uk/intranet/all-about-me/freedom-speak
	<u>Coaching</u> - Please see link to access a coach or mentor in ELFT https://elft.onpld.com/
	<u>ELFT Mediation Service</u> - creates an opportunity for all staff to resolve conflict at work in a confidential way. Please contact your People & Culture Advisor for more information.

External Support	Download the Woebot App to help reduce stress, combat isolation and offer supportive techniques. This is a free service.
	Suicide Support - National Suicide Prevention Helpline UK offers a supportive listening service to anyone with thoughts of suicide. You can call the National Suicide Prevention Helpline UK on 0800 689 5652 (open 24/7)
	Staff Support Line - NHSEI has a confidential staff support line, operated by the Samaritans and free to access from 7:00am – 11:00pm, seven days a week. This support line is here for when staff have had a tough day, are feeling worried or overwhelmed. Whatever your worries, trained advisers can help with signposting and confidential listening. Call: 0800 069 6222 Alternatively, you can text FRONTLINE to 85258 for support24/7 via text
	Bereavement Support Line - NHSEI has a confidential bereavement support line, operated by Hospice UK and free to access 8.00am and 8.00pm, seven days a week. A team of fully qualified and trained bereavement specialists are available to support with bereavement and wellbeing issues relating to loss experienced through work. Call: 0300 303 4434
	Bright Sky 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
	Ocean - which stands for Offering Compassionate and Emotional Support for those living through birth trauma and loss. For more information please click link: https://www.elft.nhs.uk/intranet/news/ocean-service-launch-event-report
	Domestic Abuse Support - please contact a helpline such as Refuge: 0808 2000 247 or visit https://www.refuge.org.uk/
	Headspace - provides mindfulness and mediation tools. Free for NHS staff til March 2024. https://www.england.nhs.uk/supporting-our-nhs-people/support-now/wellbeing-apps/headspace/
	NHS in Mind - is a free platform containing interventions to help combat high anxiety, panic and fatigue https://www.nhsinmind.co.uk/
	Together in Mind - are podcasts and resources that support the wellbeing of NHS staff https://togetherinmind.nhs.uk/
Ten Percent Happier - is free for six-months and offers meditation and mindfulness guidance https://www.tenpercent.com/care	
Samaritans - Samaritans works to make sure there's always someone there for anyone who needs someone. If you would like to contact a Samaritan, please call 116	

<p>123 for free 24/7 emotional support, there is also a free web chat service which can be accessed on www.samaritans.org</p>	
<p>The “Going Home Checklist” - from Mind can help staff switch off from work https://people.nhs.uk/clinical/going-home-checklist/</p>	
<p>Good Thinking - provides free wellbeing support to NHS staff https://www.good-thinking.uk/</p>	
<p>Butterfly Hug is an online resource for traumatic stress relief using the 'butterfly hug' technique.: https://www.counselingconnectionsnm.com/blog/try-the-butterfly-hug-to-help-with-ptsd-symptoms</p>	
<p>Thrive LDN - have toolkits on how to support your emotional wellbeing. For more information click link: https://thrivedn.co.uk/</p>	
<p>Lateef Project - Inspired Minds and the Lateef Project have partnered with the NHS Muslim Network and NHS England and NHS Improvement’s Health and Wellbeing Team to provide a FREE confidential and Islamic-based counselling service for our NHS people, delivered by qualified counselling therapists. https://www.lateefproject.org/services</p>	
<p>Supporting our NHS People – for further support offered to all NHS employees, on a wide range of topics, kindly follow the links below: https://www.england.nhs.uk/supporting-our-nhs-people/ https://www.england.nhs.uk/supporting-our-nhs-people/support-now/ https://www.england.nhs.uk/supporting-our-nhs-people/support-now/support-for-our-diverse-colleagues/</p>	
<p>Coaching Support for BAME staff working in the NHS - for coaching support for BAME employees, kindly follow the below links: https://www.england.nhs.uk/supporting-our-nhs-people/support-now/support-for-our-diverse-colleagues/ https://learninghub.leadershipacademy.nhs.uk/lookingafteryoutoo/registerbook-bame/</p>	
<p>ELFT Hardship Fund - provides financial support to help when it is most needed. Details can be found on the Trust intranet: https://www.elft.nhs.uk/intranet/financial-support-and-advice</p>	
<p>Salad Money Mind - if you’re struggling with managing your finances and you need some support, Salad Money Mind is the place to go. Please click link for further information: https://www.elft.nhs.uk/intranet/financial-support-and-advice</p>	

Financial Wellbeing

Internal Support

Discounts with Vivup – The trust salary sacrifice partner, Vivup, offers staff exclusive discounts on retail, leisure and other services, staff can sign up to access discounts and offers for free
https://www.vivup.co.uk/users/sign_in

Holiday Play Schemes - The Trust offers a 40% subsidy towards the cost of Holiday Play Schemes during school holidays, please see application form below:
<https://www.elft.nhs.uk/sites/default/files/2022-06/Holiday%20Playscheme%20Subsidy%20Claim%20Form.docx>

Home Technology Benefits Scheme - The Trust has introduced a scheme to enable you to spread the cost of technological purchases by deducting monthly amounts from your salary, details can be found on the Trust intranet:
<https://www.elft.nhs.uk/intranet/all-about-me/staff-wellbeing-benefits-discounts/salary-sacrifice-deductions>

The Credit Union - is a long established savings and loans co-operative that encourages people to save rather than borrow. Thousands of employees across London and surrounding region already take advantage of a payroll savings scheme which allows you to have your savings, or loan repayments, deducted directly from your salary. Further information can be found on the Trust intranet.
<https://www.elft.nhs.uk/intranet/financial-support-and-advice>


ELFT has joined the '**Working with' Cavell Nurses'** Trust membership programme. The Cavell Nurses' Trust supports UK nurses, midwives and healthcare assistants both working and retired when they're suffering personal or financial hardship, often due to illness, disability, old age and domestic abuse. Further information can be found on the below link.
<https://cavellnursestrust.org/#:~:text=We%20help%20nurses%2C%20midwives%20and,impact%20of%20rising%20living%20costs>.

Car Lease Scheme - is a salary sacrifice scheme where staff can purchase a car and pay for it over several months for more information please click intranet link: <https://www.elft.nhs.uk/intranet/all-about-me/staff-wellbeing-benefits-discounts/salary-sacrifice-deductions>

Cycle to Work Scheme - allows you to purchase a bike through salary deduction making savings on Tax & NI contributions, for further details please visit
www.vivup.co.uk

<p>Barracudas - offer NHS staff £10 off their weekly rate and half price extended hours at their activity camps. Please email elft.employee.engage@nhs.net for the discount code.</p>
<p>NHS Telephone Support Line - can be contacted to receive impartial money guidance and it's free. Call 0800 448 0826.</p>
<p>Budget Planner Tool - puts you in control of your household spending. For more information click link: https://www.moneyhelper.org.uk/en/everyday-money/budgeting/budget-planner</p>
<p>Blue Light Card - is a benefits and discount site which costs £4.99 to register. It offers discounts to a multitude of stores that you wouldn't miss out on. For more information click link: https://www.elft.nhs.uk/intranet/all-about-me/staff-wellbeing-benefits-discounts/discounts-offers</p>
<p>Health Service Discounts - is a free discount site available to all NHS staff. So before purchasing next to anything, first have a look through this website to see if you qualify for a discount. There are hundreds of well-known brands offering discounts to NHS employees that you wouldn't want to miss. For more information click link: https://healthservicediscounts.com/</p>
<p>Dunham McCarthy - offer NHS staff free will writing webinars. Please email elft.employee.engage@nhs.net for upcoming dates.</p>
<p>London Koru Kids - provides help to find part time and after school nannies. www.korukids.co.uk</p>
<p>SearchChildcare - offers information, advice and support on registered childminders https://searchchildcare.org.uk</p>
<p>Busy Bees Childcare - offers care for children age 4 and over with free registration for NHS staff https://www.busybeeschildcare.co.uk/</p>
<p>The Debt Respite Scheme (Breathing Space) - will give someone in problem debt the right to legal protections from their creditors. https://www.gov.uk/government/publications/debt-respite-scheme-breathing-space-guidance/debt-respite-scheme-breathing-space-guidance-for-creditors</p>

Physical Wellbeing

Internal Support	<p><u>ELFT's Wellbeing Fitness Platform</u> - provides a weekly programme with a variety of fitness classes. All sessions are held via zoom. Please keep a look out for the latest ELFT Wellbeing Newsletter or The Trust wide weekly communications bulletin (in the wellbeing section at the bottom) for the latest offers.</p>
	<p><u>Flu Vaccines</u> - if you're looking to get a flu jab please contact the mailbox below. The flu campaign usually takes place between September/October until March each year elft.fluleadqueries2022-23@nhs.net</p>
	<p><u>Cycle to Work Scheme</u> - allows you to purchase a bike through salary deduction making savings on Tax & NI contributions, for further details please visit www.vivup.co.uk</p>
	<p><u>Eye Care vouchers</u> – for access to free eye care vouchers, further information can be found on the Trust intranet : https://www.elft.nhs.uk/intranet/eye-tests</p>
	<p><u>Menopause</u> - for further information on how ELFT approaches the Menopause, please see the below guidance:</p> <div style="text-align: center;">  </div> <p>ELFT_Menopause_at _Work_A5_8pp_MAR</p>
	<p>Are you getting serious about <u>giving up smoking</u>? You may notice the Trust's new no smoking posters are in position. These are being complemented by leaflets which are available in all areas, if you would like to quit then please contact o.anokwuru1@nhs.net for further information.</p>
	<p><u>MOT Health Checks</u> – these checks take place throughout the year in each directorate, we will aim to run more clinics throughout the year, so please do look out for the adverts in the ELFT bulletins.</p>
	<p><u>Keeping Well NEL & BLMK Hubs</u> – offer weekly exercise sessions to staff including Zumba, Pilates and Aerobics, visit their activity calendar for more information https://keepingwellnel.nhs.uk/events-activities/calendar/</p>
External Support	<p><u>Gym Memberships</u> – All NHS staff are entitled to an NHS corporate discount when you show your NHS ID badge to any local leisure centre/gym.</p>
	<p><u>Yoga classes</u> – Yoga classes are available to staff throughout the year and will next take place in Winter/Spring 2024, details of yoga sessions will be corresponded in ELFT Bulletins as well as on the Wellbeing intranet page whenever they take place: https://www.elft.nhs.uk/intranet/all-about-me/staff-wellbeing-benefits-discounts/fitness</p>

Yoga classes cont. - Dawn Boulanoff facilitates free yoga classes for NHS staff. To find out more info please contact Dawn on dawnyoga4you@hotmail.co.uk

Santander - provide free 24-hour cycles (Boris bikes) for NHS staff. Please email elft.employee.engage@nhs.net for the current access code.

Lime Access – 50% off of eScooter and eBike rentals with Lime Access <https://web.fountain.com/limebike/apply/united-kingdom-uk-lime-access>

Social Wellbeing

Internal Support

If you are interested in finding out further information regarding the BAME, ELFT Ability, Intergenerational, LGBTQ or Women's networks, please make contact with the relevant leads. Lead details can be found in the below document:



ELFT NETWORKS.pdf

ELFT in1Voice – The trust choir reconvenes for major projects and events across the trust. If you are interested, contact choir lead on lorna.downing@nhs.net

Annual Staff Awards – Would you like to see what the staff awards event looks like? We encourage you to nominate an individual or team for an award and book tickets for this year's event, taking place in October, link below: <https://www.elft.nhs.uk/intranet/all-about-me/staff-wellbeing-benefits-discounts/employee-awards>

There are many methods to stay connected with others such as Zoom, which is a free and easy to use video chat <https://zoom.us/download>

External Support	Spotify - can help you to create collaborative playlists with friends and listen to podcasts. Download the app https://www.spotify.com/
Environment Wellbeing	
Internal Support	<p><u>Display Screen Equipment Risk Assessments</u> – if you feel as though you may need an assessment of your working environment, further information can be found on the Trust intranet: https://www.elft.nhs.uk/intranet/risk-management</p> <p><u>The Green Travel Plan initiative</u> - As part of the Trust's ambition to operate more sustainably with the Green ELFT Campaign, a Green Travel Plan has been created. This will play a large part in helping the Trust achieve its carbon commitments of 80% co2 reduction by 2050 https://www.elft.nhs.uk/intranet/news/elft-new-green-plan-2022-2025</p> <p><u>War on Waste</u> – makes a huge difference to the Trust's climate change/green plan. https://www.elft.nhs.uk/intranet/news/waste-reduction-campaign-2022</p>

