

Appendix 1 – Wellbeing Toolkit

These are ideas to improve wellbeing from the focus group for this module. This list is not exhaustive. You may wish to create your own wellbeing toolkit and share it with your practice, based on what is available locally.

1. Get a decent night's sleep
2. Eat well
3. Take a break from work – continuing to work through breaks is tempting but you will be less effective
4. Getting physical activity every day. Integrate activity into your daily life rather than waiting till you get home after work– so it's more achievable and sustainable, for example, Cycle/walk to work, have walking meetings or a standing desk (with a treadmill)
5. Sign up for a physical challenge (achievable) e.g. a 10k run or triathlon
6. Using apps to encourage physical activity such as the World walking app and setting up team challenges or goals to walk somewhere.
7. Setting boundaries, especially when working from home e.g. eating lunch in a different room
8. Feeling able to say “no”
9. Develop social relationships with people you work with, for example, have lunch together, go for a lunchtime walk together, fitness classes in the workplace, have a sociable night out
10. Try some yoga – <https://www.youtube.com/user/yogawithadriene>
11. Try some mindfulness – A really good free app with hundreds of different meditations is the insight timer - Insight Timer - #1 Free Meditation App for Sleep, Relax & More. Other apps available are Calm and headspace, with limited free content.
12. Listen to some podcasts – e.g. How to fail, Dr Chatterjee Feel better live more, You are not a frog, How to wow.
13. Learn a new skill e.g. learn a language, craft, musical instrument
14. Try a relaxing, mindful activity such as colouring or a jigsaw puzzle.
15. Spend some time outdoors. Some practices have introduced a bench outside or a garden for practice staff to cultivate.
16. Spend time with other people, connecting with others
17. Stop and do nothing for 5 minutes
18. Be aware of screen time, coming offline away from electronic devices for part of the day, particularly before bedtime
19. Have evenings off
20. Try an audiobook rather than reading a book (if your concentration has dropped) – you can rent audio books from your local library e.g. *Frazzled* by Ruby Wax

Appendix 2 – Useful Resources

Scottish Services

National wellbeing hub resource

<https://www.nationalwellbeinghub.scot>

The National Wellbeing Hub is a partnership between national, local and professional bodies with a shared passion for looking after the emotional and psychological wellbeing of our country's health and social services workers.

The hub hosts contact with **The Workforce Specialist Service**: a confidential, mental health treatment service, delivered by a team of mental health care providers that can treat professionals suffering from a range of mental health issues such as stress, anxiety, depression or addiction, with a focus on the impact this may have on their work. This is available to all regulated professionals working in health and social work/social care in Scotland. This can be accessed via the [National Wellbeing Hub website](#) or complete the registration form for workforce mental health support [here](#). You can also email prac.health@nhs.net or call 0300 0303 300 for more details and support.

NES Coaching for Wellbeing: Digital – A Digital Coaching Service. Opportunities to access coaching can also help people develop skills to manage their wellbeing within their work context, such as the Coaching for Wellbeing service, offered by NES and accessible [here](#). - *“The service is delivered by qualified and experienced coaches all of whom have experience of working with and coaching those who work in health and social care services. Coaches provide support in building resilience, improving well-being and, where relevant, provide a space to explore how to lead and support others.”*

Healthier Scotland have a website with tips for activities and things that you can do to clear your head or support others.

<https://clearyourhead.scot/>

UK

The **RCGP** has produced a **Mental Health Toolkit** which provides resources for healthcare professionals to reference regarding the diagnosis and treatment of mental health problems. The toolkit provides trigger questions, diagnostic tools, and current guidance for healthcare professionals supporting those with mental illness. It also provides resources for those concerned about their own mental health issues. This can be accessed on the link below, then select the “Supporting healthcare practitioners’ mental health” tab.

<https://www.rcgp.org.uk/clinical-and-research/resources/toolkits/mental-health-toolkit.aspx>

NHS Inform, which contains links to many organisations who provide mental health support

<https://www.nhsinform.scot/illnesses-and-conditions/infections-and-poisoning/coronavirus-covid-19/your-mental-wellbeing/coronavirus-covid-19-your-mental-wellbeing#finding-support>

NHS England has a website: Better health, every mind matters, which has a wide range of ideas for support including an app which gives tips on improving wellbeing, tailored to you based on answering 5 questions.

<https://www.nhs.uk/every-mind-matters/supporting-others/helping-others/#more-help>

Wellbeing during COVID-19 BMA

https://www.bma.org.uk/advice-and-support/covid-19/your-health/covid-19-your-wellbeing?gclid=Cj0KCQjw_dWGBhDAARIsAMcYuJyOXe06HpeJ1UHbWJOMFNOSPdO0YcyjNGsQkVasetq-TM72RwiRv7UaAIEaEALw_wcB

Practitioner Health Programme (England)– text NHSPH to 85258

Sick Doctors Trust – 0370 444 5163

Samaritans – 116 223

Breathing Space – 0800 83 85 87

Alcoholics Anonymous – 0800 9177650

BMA 24/7 Helpline – 0330 123 1245 – 24/7 Counselling and peer support services for all doctors, medical students, plus their partners and dependants (regardless of BMA membership)

Twenty affirmations for mental strength

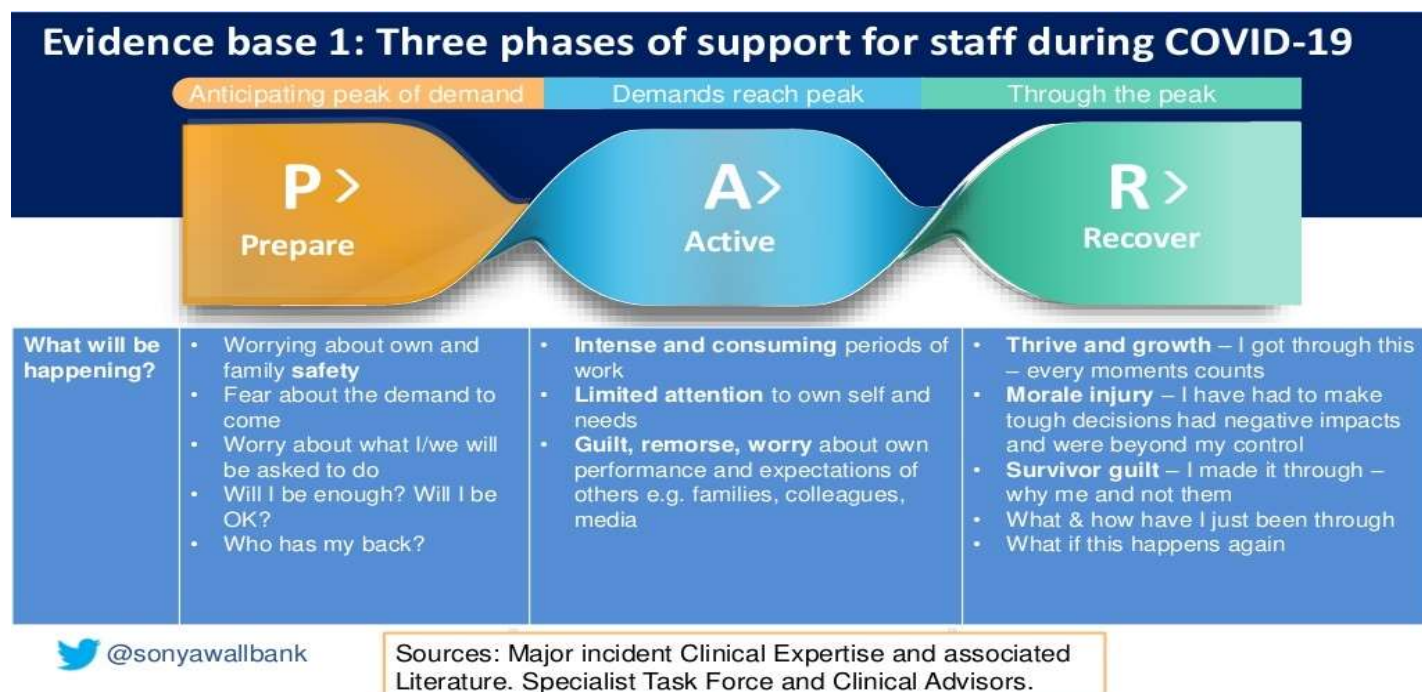
<https://peakperformancefortcollins.com/affirmations-for-mental-strength/>

Mind - Sections on Information and support for a wide range of mental health problems as well as how to get help for self and how to help others

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

Appendix 3 – Supporting staff through a crisis

Strategies for supporting staff to prepare for, experience and recover from crisis (e.g. the COVID-19 pandemic) are outlined on the NHS Horizons website in the Caring4NHSpeople wellbeing webinar, accessible [here](#).



Evidence base 2: What we need to be doing during the phases

Do not rush in with Psychological intervention – on average 70% of people recover without the need for intervention given the right support

Phase	Prepare	Active	Recover
What support we will need to offer	<ol style="list-style-type: none"> Collective messaging is key – 'we' are here, together and behind you Enhanced line management support – we will make collective decisions – I have your back Safety provision, honest, open and transparent messaging about how we will keep front line workers safe Expectation – preparing people for what is to come and how we will support them Line managers trained and ready to have psychologically informed conversations Teams who understand what is expected of them and how to work together well 	<ol style="list-style-type: none"> Physical provisions, prompts and messaging to support care of basic needs Places to decompress – even if not frequently used – serves to emotionally contain and demonstrate 'we are here together' Clear protocols for normalising stress response, opportunities for debrief and networks of support within the workplace Anonymous opportunities for discussions Line managers trained in signs of stress and trauma – specialist psychological services equipped to respond 	<ol style="list-style-type: none"> 12-24 months post active period Can take a while to seek help and triggered by other non-related events Services in place to support the range of presenting conditions e.g. anxiety, depression through to PTSD and complex grief Line managers who know what to look out for and how to manage discussions Fast access for staff to mental health services where complex treatment required Return to work strategies which may require short term redeployment