

all of us

our wellbeing at work

PAWS FOR THOUGHT

What's a dog got to do with smoking?

BUG BUSTING

Why 3 out of 4 of you got protection

Are you addicted to your smartphone?

WE BRING ALL OF US TO WORK

"I leave my badge at the door and I am just me"

MANAGING STRESS

"There's no one size fits all"

With all of us in mind.

#Allofus are talking about:

- Pain as a protector
- Check yourself
- Catching some zzzs
- Stepping up



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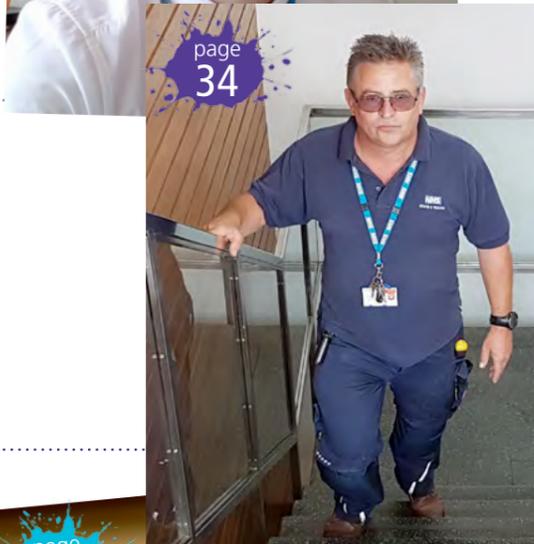
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Make a meal of your break

Did you know that the nation's most popular lunchbox filler is the good old plain cheese sandwich?

A survey of 2,000 UK office workers showed that a third of us ate an identical lunch each day and have done so for over four years on average. The food and drink choices we make not only support our long term health but also help us feel good and function well at work.

Registered dietitian Emily Lam said: "What and when we eat can influence our mood, energy levels, concentration and even how we deal with workplace

stress. Over 60% of people in a recent survey said that having a healthy lunch makes them feel better in the afternoon. This is because choosing healthy food and drink options and eating socially with colleagues helps you refuel physically and mentally."

In the NHS we have protected meal times for service users on the wards as taking a proper meal break is important for health and wellbeing. However many of us do not protect our own mealtimes. How often do you skip a meal break when at work? A social media poll taken by the British Dietetic

Association showed 1 in 10 people always skip their break at work.

Emily continued: "A lot of us will tend to work through our breaks thinking that we will get more work done and save time. Taking time out for a proper meal break and getting away from your desk or the ward is important so that you can get refuelled and take your mind off work. If we don't take a break and eat regular well-balanced meals and drink enough fluids, it is difficult to be productive and make good decisions."

Here are Emily's top quick meal tips:

- Choose wholegrain or seeded bread/rolls more often for sandwiches.
- Select healthy fillings such as tinned fish, egg, lean cooked meat or pulses for sandwiches and wraps. Don't forget to include salad but go easy on mayonnaise.
- Spice up home-made sandwiches by replacing butter, margarine and mayo with mango chutney, pickle, piccalilli or salsa.
- Choose a salad that includes beans and other pulses such as chickpeas. You can invent your own combinations depending on what you like.
- Make sure you include a drink with your meal such as water, tea, coffee, or a low sugar soft drink. Avoid energy drinks or sports drinks.

Healthy hot choices:

- Soups that are not "creamed" but contain lots of vegetables or pulses with a bread roll.
- Baked beans on toast - try wholegrain bread toasted.
- Jacket potato with chilli con carne, grated cheese or baked beans - try not to add butter or margarine.
- Check out our restaurants for healthy meal options.
- If you're cooking at home, consider making a little extra to bring to work the next day.

Super snacks:

- Swap a chocolate bar or biscuit for fresh fruit or fruit salad. Buy fruit that's in season as it's cheaper and tastier.
- Try a mix of unsalted nuts, seeds and dried fruit rather than crisps.



Emily Lam and Tabassum Aslam, Trust dietitians

Stand up for *your* health

It's recommended that we do at least 150 minutes of moderate activity a week, but with many of us spending a lot of time sitting at a desk, it can be hard to squeeze this in.

Sitting for long periods is thought to slow the metabolism, which affects the body's ability to regulate blood sugar, blood pressure and break down body fat. Many adults in the UK spend more than seven hours a day sitting or lying.

We spoke to two members of staff who have introduced innovative ways of moving more at work.

Involvement and engagement manager Afsana Aslam often enjoys having walking meetings. She explained: "Walking meetings give me a chance to stretch my

legs and get some fresh air. I spend a lot of time sitting at my desk so it's really nice to go outside and have some time away from my screen.

"As well as having a physical benefit, walking meetings also help me to compose my thoughts and solve problems. I find that I can be more open when I'm not confined to a room sitting face to face with someone, so my mind is much clearer. We might get some funny looks sometimes when we're on our fifth lap of the Fieldhead site, but it's worth it!"

Helen Whitelam is head of occupational health and wellbeing and has a 'standing desk'. This equipment sits on top of a regular desk and allows monitors and keyboards to be

elevated to standing height. She said: "I'd never even heard of standing desks until the moving and handling team, who I manage, had one spare. As it just goes on top of your regular desk I thought I might as well give it a go.

"Since I've been using the standing desk, I've noticed a lot of physical improvements. My feet don't swell and my legs don't ache at the end of the day. I do have the option to lower the desk and sit down if I need to but I've found that standing makes me more productive.

"Before I'd have to think about going for a walk to stretch my legs when I'd been sitting for a long time but now I don't have to worry about it."

Afsana Aslam has a walking meeting with a colleague

"I find that I can be more open as I'm not confined to a room"



Keep your health in *check*

There are many ways for you to check how healthy you are – you can weigh yourself, see how out of puff you are once you've scaled the stairs, or keep an eye on how many times you've pushed the green stuff to one side of your plate... But what about the things you can't see?

Our free health checks are a great way to find out just what you're made of. You've probably never wondered what your bone mass is before, but we can guarantee that as soon as one of your colleagues finds out theirs, you'll be desperate to know!



What happens...



1. You'll meet one of our friendly health and wellbeing practitioners.

They'll explain the process and ask you to sign a short form.



Did you know?

Having high cholesterol doesn't give you any symptoms, but can increase your risk of serious health conditions such as stroke or heart attack.

2.

Your blood glucose levels will be tested using a small monitor which pricks the skin to draw a drop of blood – but don't worry, it only feels like a small scratch. The blood is collected on a little strip and put into the monitor, which will give you an almost immediate reading of your blood glucose levels.

Your cholesterol levels will also be tested using a small amount of blood from the same finger scratch. This is completely painless.



Did you know?

It's good to have a waist measurement of below 94cm (37ins) for men or 80cm (31.5ins) for women.

3.

Your blood pressure is taken using a cuff which slowly inflates around your arm.

Our health and wellbeing practitioner will take a measurement of your waist and height. They'll use this to calculate your body mass index (BMI).

4.

You'll then have your body composition checked on a Tanita scale. Along with your weight, Tanita scales can measure things such as your muscle mass, bone mass, and body water levels. They do this by sending a small electronic current through your body – but you won't feel anything! It's just like stepping on your bathroom scales.

The scales will instantly give you a slip which shows all your results which our health and wellbeing practitioners will go through with you. You'll get your stats and a booklet of information to take away.



Wondering what you weigh or curious about your cholesterol?

Call 01924 316031 to book your health check.

PAIN as protection

We caught up with our occupational health physiotherapist, **Dave Nolan**, who explained more about the complex nature of pain.

“As a culture, we have a concept that pain is an accurate indicator of the state of our tissue: more pain means more damage. The way that society has evolved means that we’re conditioned to think that pain means we’re injured, and no pain means we’re not injured, but this is a concept we in our culture have created. We know that this isn’t how pain actually works – it’s much more complicated.

“Pain is part of a complex protection mechanism designed to get us out of danger. When your body decides that you need protection, it deploys an array of defence mechanisms all to increase your chance of survival. As part of that array, pain is an unpleasant sensation designed to capture your attention and change your behaviour – and it works.

“We know that this isn’t how pain actually works – it’s much more complicated”

“How does the body know when to protect itself? Well, we get information from a variety of places. For instance, messages are constantly travelling around our body via nerves, hormones and other signalling molecules that warn us of potentially dangerous things that might be happening in our body, and our brain uses this information to predict what is going on in the world – for instance, when you sprain your ankle, messages arrive in the brain that something potentially dangerous is happening in your ankle. Based on your past history, a good response would be to protect the ankle, so pain and behaviours that protect you are initiated (get help, limp, stress out, stop activity).

“But even in this acute case, the internal body messages are only part of influence on the protection mechanism. Other factors include the context it happens in, your previous history of pain problems, your mood, and cultural and social norms. So, messages from your body are cross referenced against numerous other factors to form your experience.

“So, I hope you see that pain is often more than an injured body part – a headache is very rarely a sign that you have a brain injury.

“But pain is only problem if it persists. When we still hurt way past the healing time of a tissue, then it becomes more complex. When pain persists its much less likely that the painful body part is still injured, it’s more likely that it’s sensitive and become deconditioned. The brain is predicting the future and coming to the conclusion that a constant state of protection is required. These protective cycles, and their accompanying behaviours that were initially helpful are now no longer so.

“Most of the people I see with longer term or episodic pain problems are protecting themselves way past the point where it is useful, and the behaviours of protection can actually be provocative and maintain the problem. For instance, when we protect our back, we often tense up and contract our back and belly muscles. This actually puts more strain on the back, and if you do this for months, you can often get yourself in a mess.

“This is actually quite exciting for a physio! If we view persistent pain as a sensitive tissue problem and protection cycles gone awry, then we can start to turn this around and get people moving in the right direction. Now, this is not everyone, and getting an assessment is often required.

“What I mean by sensitive tissues is how hard you need to press the body part for it to hurt. This is affected by a number of surprising factors. Things that make tissues more sensitive include: fitness – regularly exercised tissues hurt less; sleep – a single night of broken sleep makes tissues more sensitive the next day; depression – our tissues are more sensitive with depression; excess body fat – this makes the body more sensitive; diet – a poor diet makes us more sensitive; stress – while in the short term this makes tissues less sensitive, long term stress (burnout) has the opposite effect.

“This is where treatment can be complex, as many of these things interplay. For instance, you hurt your back, it lasts longer than you thought it would, and you begin to get worried (stress); the pain keeps you awake at night, so you lose sleep; you stop exercising and get less fit; you stop your hobbies and this effects your mood and socially isolates you – it can really snowball.

“The key message is to view pain as a protection message that may or may not be useful to you. We just need to work out if protecting the body, in your instance, is helpful. Musculoskeletal conditions are the second largest reason for sickness absence at the Trust, but workplace adjustments can help you to safely manage your pain at work. Our fast track physio is for everyone; regardless of what caused your pain – you can easily refer yourself and our specialist advisors can come to you. If you have any concerns, self-refer to me in occupational health and we can see if we can help.”

Contact Dave on
dave.nolan@swyt.nhs.uk
or call 01924 316031.

FLU: IS IT TRUE?

"My cousin's sister's best friend's dad's mate had the jab and his arm fell off..." We've all heard the horror stories, but what's true when it comes to flu? We take a look at some facts...

FLU KILLS

For the majority of people who catch it, flu is unpleasant, but for some - including people we care for - it can lead to chest infections, severe complications and death. Globally, seasonal flu accounts for between 250,000 and 500,000 deaths.

...BUT THE FLU VACCINE IS SAFE

The risk of having a serious (anaphylactic) reaction to the seasonal flu vaccine is less than one in a million: much lower than the risk of getting seriously ill from having the flu itself.

IT'S ONE OF THE SAFEST IN THE WORLD

The seasonal flu vaccine is given to millions of people in the UK each year. The specific strains of flu that are included may change from one year to the next but vaccines are still thoroughly tested and are safe.

THE FLU JAB CAN'T GIVE YOU THE FLU

It is impossible to get flu from the having the flu jab because the vaccine doesn't contain live viruses. A small number of people experience side effects such as aching muscles, but this is simply the immune system responding to the vaccine.



THE FLU JAB DOESN'T MAKE YOU ILL

So, you know the flu jab doesn't actually give you flu but you still swear it made you ill in the past? Sorry, it didn't. It can take a couple of weeks for the vaccine to be effective in your body and most of us have the jab as cold/flu season sets in. Chances are you just got unlucky with a cold or other illness after you had the jab. It was a coincidence; it wouldn't have been the jab itself making you ill as it's not scientifically possible.

THE SIDE EFFECTS OF THE FLU VACCINATION AREN'T BAD

For the most part, seasonal flu vaccine side effects are mild or often non-existent. The most common side effect is soreness around the site of the injection and occasionally aching muscles. It can make your arm feel like lead! These symptoms are a lot less serious than having flu.

ALL OF US NEED TO PROTECT PATIENTS

Vaccination isn't just about keeping yourself safe, it's about protecting your colleagues, your family and your patients. You can carry and pass the virus on to others without having any symptoms yourself, so even if you consider yourself healthy, you can risk the lives of others.

YOU NEED THE VACCINE EVERY YEAR

If you were vaccinated last year you helped to fight the flu and took an extra step towards excellent patient care. Please do the same again every year to protect yourself against the new strains of flu.

YOU COULD BE SPREADING FLU RIGHT NOW

Studies show that up to 77 per cent of people with flu have no symptoms and could potentially spread it to the most vulnerable.

PREGNANT WOMEN CAN BE VACCINATED

Pregnant women can have the flu vaccination at any stage of their pregnancy. Having the vaccination when pregnant is beneficial and helps protect baby from flu over the first few months of life.

HEALTHY DIETS WON'T PREVENT FLU

Your diet could well be helping to boost your immune system, but eating well will not protect you from flu. The best way to protect yourself, family and patients against flu is by getting the flu jab.

...NEITHER WILL HAND WASHING

It is vital to follow universal infection prevention procedures and wash your hands, but once flu has been passed on to your family, colleagues or your patients, clean hands won't keep flu at bay.

ANYONE CAN GET THE FLU

One of the most common reasons for not getting vaccinated is "I've never had flu before". There's no such thing as natural immunity to flu. Up to one third of flu deaths are in healthy people. Luckily, just like all of us can get the flu, all of us can also get the vaccine for free at work. So make sure you get yours.



NHS...Nice Happy Savings!

There are many perks to working for the NHS – not least the great discounts and benefits on offer. It all adds up to a little boost for your bank balance and your wellbeing.

- The home electronics salary sacrifice scheme allows you to buy electrical goods and pay for them monthly from your pay. As it's a salary sacrifice scheme, you save around 15% on the price compared to buying the goods from the high street.
- You can also make some great savings by leasing a car through the Trust's salary sacrifice car scheme. The Nissan Micra and Kia Picanto, for example, can be leased for under £200 per month. All vehicles come with fully comprehensive insurance, road fund tax, and full servicing.

Lease a car under the NHS car scheme and you'll have the benefit of paying less tax, national insurance and pension contributions each month. This is because the scheme is run as a salary sacrifice scheme and the monthly cost is taken from your salary before these are calculated.

- The community shop in Barnsley stocks a large variety of surplus food and drink products from major retailers and top brands at discount prices. As an NHS employee, you can sign up to shop these savings while also helping to stop perfectly good food going to waste.

- If you're a parent, or planning to be, make sure you know about childcare vouchers. The scheme options have changed recently so check out the best solutions for you, and make sure to take advice from our childcare experts in partner organisations.

You can find out more about all these great schemes on the intranet.

Details of the community shop are available online at: www.companysop.co.uk

Our survey says...

Helping you to be well with our wellbeing at work review

Being well at work helps us to work well.

Each year, we find out how you're feeling when we carry out our confidential wellbeing at work review. This annual survey lets you share your thoughts and feelings about working for the Trust, and is an opportunity to let us know about the pressures you experience at work and how they affect you.

By understanding how you feel, we can work to improve levels of wellbeing, resilience and engagement for all our staff. We spoke to some teams who shared the secrets of good team wellbeing with us:



“ In 2016 our service had quite poor results in the wellbeing at work review which we were obviously very disappointed to see, so we took the results back to our teams and asked what we could do differently in order to improve. Many people said that they wanted more information when changes were happening that affected them, so we worked on improving our communication.

Each quarter we have an extended service line meeting which anyone in older people's services can come to. Here people are able to ask questions and even if we don't know the answer at the time, we'll take the question away and try to find an answer. People said that they wanted to know about things as they were happening, rather than having to wait to find things out, so we always try to be open and honest in a timely way. Staff also now have a platform to ask questions whereas they previously might not have known who to ask. It's great that our results have improved as a result of these changes.

Joann Gibson, practice governance coach, Calderdale and Kirklees older people's services

“ We've had a very challenging year which I know has impacted on the pharmacy team's morale - that said, we have some wonderfully committed, determined and talented staff. Their positive attitude and compassionate approach has not only ensured we've delivered but also that we've looked after each other along the way. As with everything, there are areas relating to staff wellbeing that we'd like to improve on and these actions are part of our service plan for the year ahead.

Jane Riley, chief pharmacist



The Calderdale and Kirklees older people's services team

“ We're an open and honest team who feel safe sharing information to support clinical decision making. We're always kind and supportive of each other which really helps with morale. We also love to have regular social nights out as a team which means we have great relationships with each other.

Jo Barber, service manager, forensic CAMHS

Why do we do our own survey?

Alan Davis, director of HR, OD and estates, said: "Staff wellbeing and engagement is very important to us, and has been shown to have a major impact on the safety, quality and efficiency of services. This is why supporting you to be healthy, making sure everyone feels involved, and that we all live our values and feel appreciated are part of our key priorities.

"Running our own survey means that we get to find out exactly how you are feeling and act on this. We are one of the few Trusts who run their own wellbeing and engagement survey in addition to the national NHS survey - and this is because we genuinely care."

Why am I tired all the time?

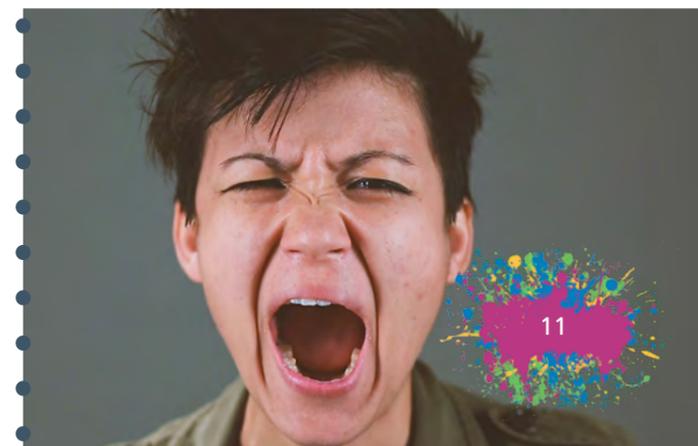
Feeling exhausted is so common that it has its own acronym, TATT, which stands for "tired all the time". At any given time, one in five people feels unusually tired, and one in 10 have prolonged fatigue, according to the Royal College of Psychiatrists.

If you want to work out how you became tired in the first place, it can help to think about:

- Parts of your life, such as work and family, that might be particularly tiring
- Any events that may have triggered your tiredness, such as a bereavement or relationship break-up
- How your lifestyle may be making you tired, such as drinking alcohol or having a bad diet
- Physical causes of tiredness, such as being under or over-weight

There are lots of health complaints that can make you feel tired. Not just the well-recognised ones like anaemia and thyroid problems, but also more surprising ailments, such as diabetes, food intolerance and a sleeping disorder called sleep apnoea.

Psychological tiredness is far more common than tiredness that's caused by a physical problem. One key reason is anxiety, which can cause insomnia and, in turn, lead to persistent fatigue. A survey by the Mental Health Foundation found that nearly a third of the population are severely sleep-deprived, often because of job and money worries.



Good night, sleep tight...

Getting a good night's sleep is important to maintain a healthy lifestyle and support your wellbeing. These tips could help you maintain a healthy sleep pattern by focusing on your habits, sleep patterns and your bedroom:

- If you have difficulty falling asleep, a regular bedtime routine will help you wind down and prepare for bed. Your routine depends on what works for you, but the most important thing is working out a routine and sticking to it.
- Keep regular sleeping hours. This programmes the brain and internal body clock to get used to a set routine.
- Most adults need between six and nine hours of sleep every night. By working out what time you need to wake up, you can set a regular bedtime schedule.
- Make sure you wind down. Winding down is a critical stage in preparing for bed. There are lots of ways to relax such as have a warm bath, gentle exercises like yoga or listening to relaxation CDs. Reading a book or listening to the radio can relax the mind by distracting it.
- Writing "to do" lists for the next day can organise your thoughts and clear your mind of any distractions.
- Your bedroom should be a relaxing environment. Certain things such as TVs, electronic gadgets, light, noise, and a bad mattress or bed can affect your ability to fall sleep.
- If you're disturbed by noise, consider investing in double glazing or, for a cheaper option, use earplugs.
- Keep a sleep diary so you can spot any patterns and problems.

Remember, a good and healthy sleep is essential to maintaining your wellbeing.



Staff retreat

swytadvisor

Parcevall Hall, Appletreewick, the Yorkshire Dales

2 other travellers have booked this property

Overview | Reviews | Amenities | Availability | Map

Check in | Check out | 2 guests

from **£ FREE**

Book Now

call pastoral and spiritual care for an application form on **01924 316282**

www.swyt.nhs.uk

Excellent
124 reviews

1 of 17

Overview

Set in the stunning surroundings of the Yorkshire Dales, Parcevall Hall is an ideal choice for stressed out staff. Book our three day package and you'll be able to experience reduced stress levels, increased motivation and greater self-awareness through our varied programme of activities, including meditation and Tai Chi.

These exclusive getaways, taking place at set times throughout the year, will offer you the chance to relax and reflect in a tranquil and safe environment.

You'll stay in a spacious single bedroom with hot and cold water and easy access to toilet facilities. The Hall is a grand building with a number of lounge areas and meeting rooms surrounded by extensive gardens with national reputation.

No matter where you're from, book a staff retreat and take some time out for you.

"It gave me the freedom to be myself?"
Reviewed 21 July 2017 for a stay in July 2017
I heard about the staff retreat on the intranet. I wanted to go because I had a lot of things going on in my life and wondered if the retreat would help my wellbeing. I'm not usually into this sort of thing but thought I would give it a try.
My favourite part was the meditation - it was so helpful to have a professional guide you through this. I also learnt some yoga breathing techniques which now I use in my day-to-day life. I went for a blood pressure check at my GP surgery and practised some of the techniques in the waiting room. The doctor said that my blood pressure was lower and when I mentioned doing the breathing techniques, he said that it will definitely have helped.
I was initially anxious about the group sessions which take place but soon found out there's no pressure to attend and you can get involved as much or as little as you like. Luckily everyone in my group was really nice and we all got on very well.
Everything was amazing - from the home cooked meals which catered for everyone's dietary needs, to the lovely rooms. I have problems with my hips so the team helpfully allocated me a room which was easily accessible. The whole thing was so relaxing - I felt so refreshed when I came back.
[More](#) [Problem with this review?](#)

"Life enhancing and liberating"
Reviewed 2 July 2017 for a stay in June 2017
I'm so glad I attended the staff retreat, I loved every minute of it. I feel relaxed and more open, and able to be myself. The retreat has certainly had a positive effect on my life.

"Really allowed me to empty my mind"
Reviewed 1 July 2017 for a stay in June 2017
Really thankful of having a place on this retreat. Made me realise I have to look after myself to sustain the life I

WORK HARD, play hard

Our jobs are important to all of us, but they're only one aspect of our lives, and we're keen to help you get the balance right. We want you to be healthy and happy at work, which is why, wherever possible, we offer a range of flexible working options as we strive to become an outstanding place to work.

We spoke to a few members of staff about their flexible working arrangements.

A member of staff who works in corporate support services said: "My mother has slow progressive dementia. She has always been an independent lady and refuses to accept she is suffering from the disease, and this can cause problems with her care. The family decided to help mum stay in her home and give her as much independence as possible. We just needed to organise the logistics.

which gives me the comfort that I am sharing the responsibility with the rest of the family and getting time with mum.

"Flexible working is a two-way street and sometimes work commitments must come first, but the Trust provides me with adequate notice so that I'm able to swap my day around with another member of the family. Knowing that I can balance my work life with contributing to my family life is a big weight off my shoulders."

Director of nursing and quality Tim Breedon works flexibly, also with his mum at the centre of



Tim Breedon

this decision. He said: "After discussing it with my colleagues to make sure we understood the impact on the team, I moved to a flexible way of working to make it easier for me to visit my mother on a more regular basis as she lives a distance away. By thinking about how I use my time in a more flexible way it will improve the opportunity to visit services outside of core hours."

Phil McNulty, epilepsy nurse specialist, values the flexibility he has at work. He said: "We're in a fantastic position in our team where we have flexible hours contracts. I applied for this through my manager who was very supportive.

"It's been a huge benefit for me as I have a young family. For example, my daughter had a leavers' assembly at primary school which I really wanted to go to, but as it was only in the morning, it seemed excessive to take a full day's annual leave. Because of my flexible working, I was able to go to my daughter's assembly, come into work happy and stay a little later than usual, then work my hours back on other days.

"Flexible working doesn't just benefit me; it's also good for the Trust. If an important piece of work comes in at quarter to five, I don't have to worry about clocking off at bang on 5pm. I know that I can work slightly over to get the job done and still be able to take the time back for myself on another day. It's all about give and take.

"Having the equipment to work agilely has also massively helped me with my role. I now have just one laptop bag with everything I need to do my job in it. If I'm out on a visit at a school and someone asks me about another child, I don't have to wait to go back to base to look up their notes. I have everything there at my fingertips.

"Before I had my laptop, I felt under pressure to meet the record keeping standard which

asks that you record case notes within 24 hours. I used to feel very stressed about not being able to do this due to having to travel around and make it back to base to use a computer. Now I can fully document my notes before I've even left the building – as a community nurse, this is so important.

"Working agilely has also improved relationships with our partner services. If I'm in one of their buildings, I'll ask if they have a desk spare for me to use. It means I get to sit with loads of new colleagues who I otherwise might never have even spoken to.

"From a wellbeing point of view, working flexibly has had a huge impact on my life. I can check my emails at home before setting off to a school five minutes up the road from

my house, instead of having to travel straight past the school to my base adding extra travel time to my day.

"It also means I now have time to take my breaks. Before, I'd work through my lunch break – now on a Wednesday I have a routine where I make time to go to a park which is between two of the locations I visit a lot and enjoy my lunch.

"It's great that the Trust recognises the importance of our roles, but also that we have lives outside work. I know that if I have an emergency at home I'll be able to sort it out rather than having to come into work and worry about it all day. If someone is happy at work, you're going to get the best out of them."



Phil McNulty working at home

“ From a wellbeing point of view, working flexibly has had a huge impact on my life. ”

"I was very fortunate I worked for a Trust that provided flexible working. This has enabled me to work a nine day fortnight



Are you addicted to your smartphone?

1. You're relaxing at home. How many times do you check your phone in an hour?

- a. I'm on it constantly, it never leaves my hand!
- b. I might have a scroll through it a couple of times.
- c. I don't look at it at all unless someone sends me a message.

2. You leave the house and forget to take your phone with you. How do you feel?

- a. I can't cope! How will I know what Paul had for lunch if I can't check on Instagram?!
- b. I feel a bit unsettled without it, but I'll manage.
- c. I don't mind at all. I embrace the freedom.

3. How many social media apps do you have on your phone?

- a. All of them! Twitter, Snapchat, WhatsApp, Insta... The works!
- b. I have a few of the main ones like Facebook.
- c. I don't have any; I only use my phone for calls and texts.

If you said mostly As...

You might want to check that your phone isn't superglued to your hand. You're a follower fanatic and live for likes... You're a definite smartphone addict!

If you said mostly Bs...

You get excited when you hear the twinkle of a text, but you're not reliant on your receiver.

If you said mostly Cs...

Your eyes definitely won't turn square. Have you checked that you haven't lost your phone?! You're not addicted at all.

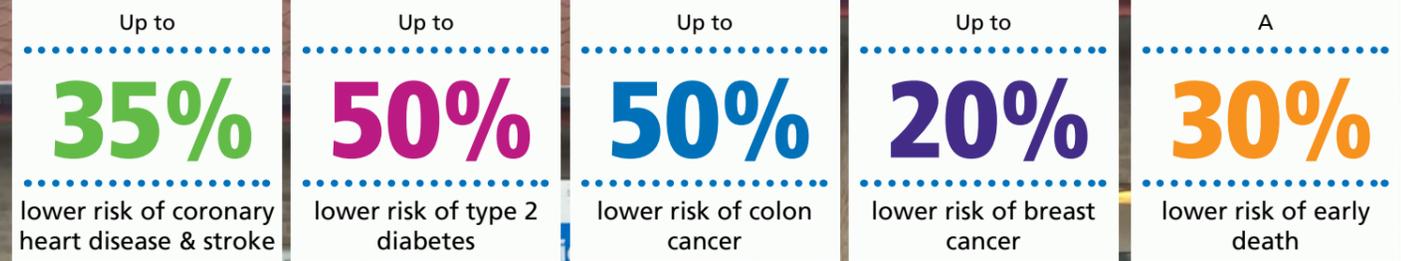


Digital detox

Having a 'digital detox', which means not using your electronic devices for a period of time, can be very beneficial. It can help to improve your mental wellbeing, your productivity, and your posture. So don't forget to switch off and shut down every so often.

WHAT ARE THE BENEFITS OF EXERCISE?

It's free, easy to take, has an immediate effect and you don't need a GP to get some. Its name? Exercise. It's medically proven that people who do regular physical activity have:



To stay healthy, adults should try to be active daily and aim to achieve at least 150 minutes of physical activity over a week through a variety of activities. This could be walking fast, water aerobics, or even pushing a lawnmower!

Exercise your right to good health – make sure you move more.

Ready, set...to start your own exercise group?

Do you want to get the ball rolling with some sporty sessions like the Trust's cycle club (pictured) #allofusonbikes? Maybe you need some help with a little bit of funding or finding a suitable venue? Get in touch with Mark Wisbey on 07833 437561 who'll be able to help you as part of our sports and social club.



Stressed? Rest is best

Between jam-packed days at work, trying to get the kids to bed on time, and promising the dog you will take him for a longer walk this time, we often run out of time for ourselves.

A recent study, aptly named The Rest Test, found that 68% of 18,000 volunteer participants felt they were not getting enough rest. It is easy to understand why this happens. However, rest is an important factor of general wellbeing and productivity.

The Rest Test, a year-long study conducted by the BBC and Hubbub, aimed to understand how different people value rest and crucially whether or not rest is linked to wellbeing. The study found that participants who had an average of 5 - 6 hours' rest scored the highest on a wellbeing test.

We place so much importance on keeping healthy through things such as exercising and eating well – but just taking a few moments

to relax is also a great way of staying mentally and physically well.

Scheduling in time-out for yourself and doing simple activities can go a long way in promoting wellbeing, which in turn can improve performance, productivity and create more good days at work.



Less puff,

more woof!

Declan's story

Did you know that smokers are 33% more likely to miss work than non-smokers? They also take more breaks and are absent for more days than their smoke-free colleagues.

Yorkshire Smokefree can help you break the habit so that you're well at work. They've got a range of support on offer meaning you'll find a way to quit that works for you. So don't give up the day job – give up smoking instead.

Declan Brewer is a client administrator at the Laura Mitchell Health and Wellbeing Centre. He gave up thanks to dogged determination and expert help and advice from Yorkshire Smokefree.

"I started smoking when I was 13 years old. Almost every smoker would like to give up, but when you've been smoking for around 40 years it's hard to break the habit. You know you should stop, but you make up excuses as to why you can't do it just now.

"I used to work in substance misuse services. Often I'd advise clients who wanted to quit cigs to seek help from Yorkshire Smokefree. At that time I didn't worry too much about the fact

that I was a smoker. To be honest, it was quite a challenging role, helping clients with some complex needs. The cigarettes helped me de-stress.

"What changed it for me was moving jobs to a mental health setting where I had to escort service users outside for cigarette breaks. Just seeing how badly they needed the cigs, how addicted they were and the affect they had on them got me thinking. It bothered me how people could be so reliant on something so bad for their health.

“The extra cash also paid for a new addition to the family”

"Soon after I moved jobs again to an administrative role at Laura Mitchell, based in the same building as the Yorkshire Smokefree team. It was at that point I decided to take action so I asked Smokefree if I could come and see them about giving up. I'd made numerous attempts before and quit for 18 months previously but this time I was determined to pack it in for good.

"The team were great giving me fantastic support and advice. I had weekly appointments where I had my carbon monoxide levels checked. Seeing the difference each week kept me motivated and focussed on giving up. I used patches and occasionally nicotine gum to wean myself off my addiction.

"I've been smoke free for 470 days and counting. So far I've saved

£3,479. I haven't put the money in a jar and saved it up that way, instead it's gone on things like home improvements. The extra cash also paid for a new addition to the family – a Russian Shepherd puppy called 'Baloo'.

"After quitting myself I completed smoking cessation training and did a secondment with Yorkshire Smokefree. It was fantastic being able to help people quit, sharing my own insights and lived experience.

"So what's my advice to anyone who is thinking about quitting cigarettes? Well, first of all you have to really want to break the habit. Then you need to recognise that there's no such thing as a good time to quit – you can always invent a reason to keep smoking. If you stop even for a month, a week or even a day that's an achievement! It can take a lot of tries to stop but it's worth it."

Give the team a call

To speak to an advisor call Yorkshire Smokefree on 0800 612 0011 (free from landlines) or 0330 660 1166 (free from mobiles). We offer telephone and face-to-face support sessions.

You can also quit online

Log on and start your 28 day quit journey!

Our online quit tool will allow you to create your own personal profile and support you on a daily basis. You will receive all the help you need at your convenience without having to go to a clinic.

Visit yorkshiresmokefree.nhs.uk



Declan and Baloo



Healthier options selling like hot cakes...

If you think of canteen food, what comes to mind? Stodgy sponge puddings and soggy salty chips? Not in our restaurants – our fresh food will make you glad you accidentally left your boring cheese sandwich at home on the kitchen side. We've also introduced a number of healthier options so there's no need to raid the team's biscuit stash.

You wouldn't think that you'd be able to improve the lives of thousands of people by jabbing them in the arm with something sharp... But by becoming a peer to peer vaccinator, you'll be helping to protect our many service users and staff from the devastating effects of flu.

Flu is very contagious and easily spread to other people. Having a large number of peer to peer vaccinators helps us to make the job more accessible to more people, keeping them safe.

If you want to become a peer to peer vaccinator, you'll need a valid NMC (Nursing and Midwifery Council) registration and be up to date with resuscitation and anaphylaxis training. You'll need to come to a quick training session with occupational health too.

You'll be given plenty of support and things to read to make sure that you feel confident giving the jab.



Mary McSharry was a peer to peer flu vaccinator in 2016. Thanks to her and the many other peer vaccinators

we recruited, 3 out of 4 of you were able to have the jab. She said: "I wanted to become a peer vaccinator to help the Trust achieve a very important health and wellbeing target. I also thought it would inspire other people in my BDU to either become a vaccinator or have a job. I signed up because it's something different to what you do every day – particularly in mental health services.

"Becoming a peer vaccinator meant that I was able to get a new skill and also engage with a

huge number of staff. The benefit of being a peer vaccinator is that you are exactly that – a peer – so you get to meet a lot of new people and have plenty of fun.

"It felt very worthwhile when we achieved our target of vaccinating 75% of frontline staff in 2016 and I could see that I'd played a part in this. I'd recommend it to other people – you get very well prepared and the training is excellent. It's really rewarding to get to someone on a ward to give them the vaccine knowing that they're now protected when they might not have been in the past due to not being able to come off the ward.

"We've seen an increase in people signing up to become peer vaccinators year on year – many hands make light work. It gives a friendly, personal touch that makes keeping yourself safe from flu easier than ever."

We took a look at two of our main sites - Fieldhead and Kendray - to see how we've adjusted what we offer to help you be healthy at work:

- If you buy a jacket potato and salad pot at Fieldhead, you'll get a free piece of fruit
- Tuna pasta salad at Kendray is just £1
- We've got a great selection of large and small salads with a variety of different choices daily
- We sell reduced fat baked crisps
- We've taken the chocolate away from the tills so you won't be tempted by a last minute purchase!
- All chocolate bars on sale have fewer than 250 calories
- 80% of our soft drinks are sugar free or low calorie

Paul Ayres, catering business manager, said: "I thought people wouldn't buy things like rice cakes and nut bars but the sales have gone really well. Everyone is becoming a lot more knowledgeable about what is in our food. You see people looking at the fat and sugar content in foods in the supermarket so it's great that we can offer healthy alternatives in the workplace too."



Managing menopause

Around 75 - 80% of women of menopausal age are in work, which means at any one time a high proportion of female employees will experience symptoms which impact on their working lives.

The menopause is a natural part of female ageing when

menstruation stops, and it usually occurs between 45 and 55 years of age – however it can occur anytime up to mid-60s. The average age for women to reach menopause in the UK is 51 years.

Symptoms which might affect work include tiredness, poor concentration and memory, and

low confidence. Symptoms usually last between 4 – 8 years.

Evidence shows that approximately 20 - 25% of women will have hot flushes which adversely affect their perceived quality of personal and working lives.

How to relieve the symptoms of menopause:

Hormone replacement therapy (HRT)

HRT involves taking oestrogen to replace the decline in your body's own levels around the time of the menopause. This can relieve many of the associated symptoms.

Hot flushes and night sweats

If you experience hot flushes and night sweats as a result of the menopause, simple measures may sometimes help, such as:

- Wearing light clothing.
- Keeping your bedroom cool at night.
- Taking a cool shower, using a fan or having a cold drink.

Mood changes

Some women experience mood swings, low mood and anxiety around the time of the menopause. Self-help measures such as getting plenty of rest, taking regular exercise and doing relaxing activities may help.



Move your feet and tweet!

Each year, Twitter chat hosts #WeCommunities challenge healthcare professionals to dust off their trainers, walking boots, or swimming gear and get active.

The #WeActiveChallenge encourages people to post their sweaty selfies to Twitter alongside their professional community hashtag (eg #WeNurses) so that the winning group with the most activity can be crowned.

The month-long challenge isn't about wearing skin-tight Lycra and spending endless hours in the gym – it's just about moving more, inspiring others, and of course working towards getting a virtual bronze, silver or gold medal!

Speech and language therapist Emily Dodd got involved...



Emily Dodd @EmilyDodd5 • Jul 03
Stretched out at #yoga this morning. Can see steady progression of strength and flexibility. Feel like a different runner since starting!

Emily Dodd @EmilyDodd5 • Jul 28
Surprisingly warm run. Not a bad steady one just after a holiday.



Emily Dodd Retweeted

WeAHPs@WeAHPs • Jul 31
#WeActiveChallenge kicks off tomorrow - can we make it a hat trick and win 3 years in a row? #AHPsActive



Emily Dodd @EmilyDodd5 • Jul 31
Replying to @WeAHPs
Sounds interesting! I love to stay active. What do we need to do?

@WeAHPs Replied
Set yourself a goal – such as going for a lunch time walk every day – and take a photo of it. Pop it on Twitter with your #WeCommunities hashtag!

@EmilyDodd5 Replied
Great! I'm team #AHPsActive. I'll get my trainers on.

Emily Dodd @EmilyDodd5 • Aug 06
Been too poorly to run this weekend. Didn't realise #AHPsActive included housework. My bathroom is super clean now, thanks! @WeAHPs

Emily Dodd @EmilyDodd5 • Aug 09
My cold's gone so trainers back on! 4 mile run done for #AHPsActive #WeActiveChallenge



Emily Dodd @EmilyDodd5 • Aug 12
Loving speaking to other speech and language therapists on Twitter through the #WeActiveChallenge. Met some really interesting people!

MISSION-SLIMPOSSIBLE

Their mission (and they've chosen to accept it) is to start living healthier lifestyles...

Chippendale ward at Newton Lodge have challenged themselves to eat better and move more. To help them along the way, both staff and service users have set up a programme called 'Mission:Slimpossible'.

The programme offers people the chance to learn more about things such as what food labels really mean, how much sugar is in what we eat, how food can affect your mood, and how to eat a well-balanced diet.

Staff and service users have also been lacing up their trainers to follow a low-impact exercise DVD suitable for everyone's fitness levels. A weekly trip out to the local swimming pool is also causing a splash!

The team even held a school sports day-themed event to encourage people to keep active in a fun way.

The team are tracking their progress with weekly weigh-ins and waist measurements.

Senior clinical practitioner Stacey Rushby set up the programme with healthcare assistant Jo Noble. She said: "Everyone has been so supportive of the programme. It just started with me and Jo talking about setting it up and who we could involve – now loads of people are really keen to help us.

"We wanted to make something that was more of a project with regular sessions that were interactive. The feedback we're getting from both staff and service users is brilliant."

TOP TIPS FOR STARTING YOUR OWN WELLBEING INITIATIVE

Get together with your colleagues and see if there's a common goal you'd all like to achieve. Maybe you'd all like to walk 1,000 more steps a day?

Think about how you'll motivate people to achieve the goal. Could you start a break-time walking group?

How will you measure your progress? Could be time to dust off that fitness tracker!

Spread the word – let others know what you're doing. They might want to join you or even have some great ideas.

How resilient are you?

Resilience is all about doing the best job possible even if you face setbacks or tough challenges.

Developing a high level of resilience can help you to stay well at work and manage the demands that we face day to day.

We have lots of wellbeing support available to you to access at any time – including our online i-resilience tool. The i-resilience tool is a simple 30 minute personality questionnaire that helps you to understand how you respond to demanding situations by providing you with a personalised resilience report.

Your responses aren't seen by anyone in the Trust, so make sure you answer honestly to get the most accurate results. The report is personal to you.

Matt Ellis, recovery college principal, filled in the questionnaire and said: "I think overall the tool is excellent. I recognise the traits that both hinder and help my resilience at work and for all but one of them agreed totally – which is not bad for a survey! It can be a good basis to form an in-depth discussion and I will take this to my supervision with my manager so we can assess progress in some of the areas I could work on."

The report was developed by business psychologists Robertson Cooper. They've worked with us on our annual wellbeing survey and they process the data and provide the feedback report.

Shaun Smyth, project support analyst at Robertson Cooper, said: "The report allows you see the areas that help you in your day-to-day work, and the areas that hinder

you – highlighting what strengths you have to build on, and what risks you need to offset. It also looks at how you will naturally react to a range of workplace situations, again providing tips on how you can use your strengths to find a way through these, and make sure your risks don't get in the way of your success."

Get your personalised report via the wellbeing intranet section.



Matt Ellis

In conversation with...

Helen Whitelam

We sat down with our head of occupational health, Helen Whitelam, to find out more about work, wellbeing, and walking.



Hi Helen! Tell us a little bit about what's going on in occupational health at the moment.

Hello! Well, we look after over 10,000 members of staff - across both our Trust and Leeds & York Trust - so we're being kept very busy. It's great though as it means we're never bored!

Tell us more about your health and wellbeing practitioners.

A lot of the work we do in occupational health is very reactive, meaning we only treat the condition once it's causing people a problem. The health and wellbeing practitioners, however, focus on caring for staff proactively - so being able to identify issues before they become a health problem.

How does that work?

They carry out free health checks which take a look at the things you can't see, like high blood pressure. Something like this might not cause you any symptoms now, but could go on to be quite serious. (See article on page 5) They can also help with managing weight and work-related stress.

How do they help to manage people's weight?

We have a weight loss programme which runs for 12 weeks. It gives people healthy eating advice and helps you to track things such as your weight and hydration levels. The group meets once a week and because it's at work it's really easy to take part.

Yes, a lot of people are very busy in the evenings. What do you wish people knew about staying well?

That it's all about everything in moderation - except smoking! I'd also like people to know that it's not just about how much you weigh or how slim you are, you can still have these hidden problems. I think people also think to be fit and healthy you have to go to the gym for hours, but you don't have to do this.



What can people do instead?

Moving around more in your daily life is a really good thing - just taking the odd walking break, doing a bit of spring cleaning at home - anything that you can turn into a habit. You need to do something that's sustainable and enjoyable. Not that I think cleaning is enjoyable!

What do you do to keep yourself well?

I love to walk. I enjoy going to the Yorkshire Dales with my dog. When I'm walking up the big hills I don't think "My legs are hurting" or "This is so much effort", I just love to look at the amazing views. I also think about the small glass of wine I can have at the end - like I said, it's everything in moderation!



Definitely! What is the best thing about your job?

What amazes me is the people who come through our doors who have been experiencing chronic health conditions for a very long time who still have a drive and tenacity to come to work and care for people. Their work ethic is so strong and I'm really glad that we can support people to stay at work and continue to do what they love.

That sounds amazing. Anything else?

Every day is different in occupational health. You can have ten people all with the same condition but they'll all have different symptoms and different jobs that they need support to keep doing. It keeps us motivated as the impact you can have on someone is always different.

What are the most common conditions you see in occupational health?

Stress and musculoskeletal

conditions are the main reason for people being off work and referred to occupational health. They've been the main causes of sickness absence every year since I started here in 2006.

How can people avoid being off work with these conditions?

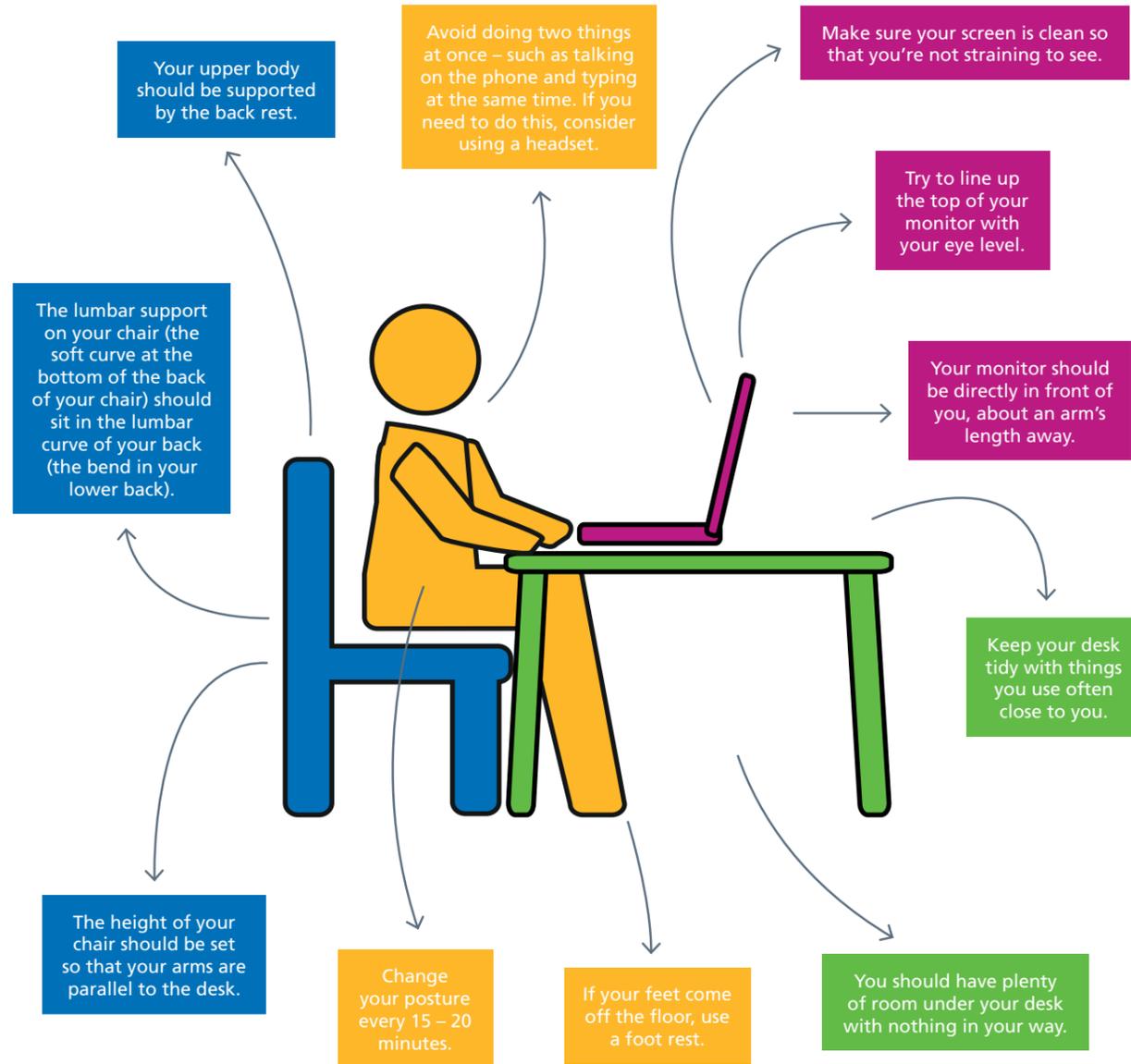
Come to see us straight away - our fast-track referral service means you'll be able to see us sooner than you might think. People often don't come to us until it's too late. If your manager refers you it's in your best interests so that you can go about your daily activities and manage your condition as well as possible. Seeing us is purely for your benefit.

Q & A

Are you sitting comfortably?

THEN WE'LL BEGIN...

Here are some tips for sitting pretty at work.



Top tip!

Move more!
Try getting up and moving around every time a phone rings.

We've got lots of support if you've got any aches at pains at work - from our fast track physio to specialist advisors who'll come out to see you.

You can easily refer yourself.

Call 01924 316031.

Staying well at work with occupational therapy

Our physical and mental health are equally as important – that's why we have occupational therapy support for all of us to help you stay well at work.

Our occupational therapy service is available for all of us and can help you to make sure that your health doesn't get in the way of your happiness.

We offer:

- Quick and easy access to treatment and advice
- Performance assessments in and out of the workplace
- Support to manage symptoms
- Help to stop relapses in work-related stress and ill health
- Equipment and adaptations for people with musculoskeletal problems

What happens when a referral is made?

The occupational therapist will assess any difficulties you may have. We'll then work with you over a number of sessions to promote independence, management of symptoms, and overall physical and mental wellbeing.

What happens during the sessions?

Sessions may take place in or out of the workplace. We'll teach you about methods you can use to manage your health needs and maintain a positive sense of wellbeing - not just in work.

How can I make a referral to the service?

We have wellbeing support for all of us, which anyone can access at any point. You can refer yourself by contacting occupational health on 01924 316031.

Feeling stressed?

Stress is a normal response to the demands and pressures we experience. It takes many forms and can be related to a work situation, the result of a personal issue, or a combination of both.

Often, we're not the first to notice when we are stressed, as it affects us all in different ways. Stress is not a weakness, it's a sign we need to take time to look after ourselves and consider different ways of doing things. Reaching out to others is a sign of strength - it builds our support networks and can help build our resilience.

Stress is not always negative - it can motivate us to achieve results and meet deadlines. However, prolonged periods of excessive stress can impact on our mental and physical health. This can lead to long term physical and mental health conditions, so it's important that you get help.

Occupational health has a dedicated team that offer confidential support, help and guidance to help you manage stress and develop healthy coping strategies. Whether it be work related stress or personal, we are here to help.

There are a number of ways the team can help you. Our staff counselling and therapy service offers psychological support on a range of issues, looking at how they affect your wellbeing at work and how we can help you feel healthier and happier.

Staff counsellor Paula Fawcett said: "If you're experiencing stress, come and talk to us. We'll find a way to help and support you that suits your needs. Stress is very common, but if we don't speak about it then it becomes a silent epidemic, so it's important to seek help as soon as you can."



Staff counsellor Paula Fawcett

"There's no one size fits all approach to managing stress because we all experience and deal with it in different ways, but we'll find an approach that works for you."

If you think you may be stressed, recognise it early - being off work can make it worse. Get in touch for any more information, 01924 316031.

Online stress toolkit

If talking about it isn't your thing, our online stress toolkit could be what you need. The toolkit is available for both individuals experiencing stress, and for managers concerned about the stress levels of someone in their team. It's also interactive, which means you can get the help you need directly and quickly. You'll find the toolkit on our intranet.

Why 3 out of 4 of you had the flu jab



In 2016, more of our staff than ever were protected against seasonal flu after a record number of you had the jab.

Over 76% of our staff had the vaccine in 2016 compared to just 33% in 2015, making us the most improved Trust in Yorkshire and the Humber. Improving our own health helps to improve the care we give, as being happy and healthy at work makes us more able to do our jobs.

So what made more than twice the number of staff get the jab in 2016? Well, we made it even easier to get the jab by introducing more clinics at more convenient times. This meant the jab was easily accessible to staff across all our locations – a reason why 36% of you were vaccinated.

We couldn't have done this without the support of our peer

to peer vaccinators. Almost 30% of staff surveyed said they had the jab because one of our peer to peer vaccinators was on hand. Look at our article on page 20 to find out more about peer to peer vaccinators.

Because we managed to reach our CQUIN target of over 75% of frontline staff having the jab, we were able to keep £384,000 of essential funding which we would have lost had so many of you not fought the flu. Over 50% of you had the jab for this reason – no surprise, as it's the salary of 15 band 5 nurses.

Evelyn Beckley, who works in the Trust bank and starred in our campaign posters, said: "I'm happy that staff did their bit and we achieved our target. It's important that the Trust doesn't lose out on funding. Some people say they don't believe the vaccine works, but I've

always had the jab since I was a child and I have never had the flu!"



Evelyn Beckley starring in our flu campaign poster



We asked staff last year why they had had the jab. The top answers were:

88% to protect myself



71% to protect my family



61% to protect my patients



Having the jab is the easiest way to protect yourself, your family and our patients from the flu. Yes, it isn't 100% effective but it's better to be protected than not. Remember, the flu jab is for all of us; not just the vulnerable.

Alongside these reasons, we know it's our professional duty to keep ourselves and the people we care for safe. Dr Adrian Berry explains: "We protect people in our care. It's one of the reasons it's important to say that the influenza vaccine works. I know some people are unsure about having it which is why, as your medical director, I fully endorse the jab."

"Protecting those in our care is our duty. It's part of our professional code. Having the flu jab is a very simple and yet potentially extremely powerful way to do this."

Thanks to everyone who had the jab.



Aren't they little shiny circles you get on snazzy clothes?!

Vaccinating 75% of our frontline staff was one of our CQUIN targets. CQUIN stands for 'commissioning for quality and innovation'. It's a range of targets we have to meet to keep part of the money (income) given by commissioners (eg CCGs) to provider organisations (like us).

CQUINs are the main mechanism for rewarding our quality and innovation practices; they are set nationally and agreed locally. We don't have a choice in taking part and, currently, we have 14 CQUINs we need to meet, totalling over £3m.



IAPT: Support for staff

Many people, including our staff, experience problems with their psychological wellbeing at some point in their lives.

Life changing events can lead to feelings that can be hard to cope with. Sometimes there may be no event that has triggered how people feel – this is common too. Problems like mild depression, anxiety, stress, panic and nervousness make it difficult for us to cope with life's daily demands.

If you need support, help is on hand from our Improving Access to Psychological Therapies (IAPT) teams. IAPT is completely confidential and available to all of us – including staff.

IAPT's teams of qualified and experienced professionals helps people get quick and easy access to the best type of therapy for their individual needs. IAPT can help you:

- Address current problems
- Gain a new understanding of difficulties and develop new ways of coping
- Make changes
- Talk about difficulties in a non-judgemental and supportive environment

In Kirklees we also provide IAPT services tailored to people with long term conditions, such as diabetes or cardiovascular disease.

If you would like to discuss what IAPT might be able to do for you, contact them on the numbers below:

- Kirklees and Calderdale IAPT team on 01484 343700
- Barnsley mental health access team on 01226 644900
- IAPT services in Wakefield are provided by Rightsteps who can be contacted on 0300 123 1530

You can also find details on all the IAPT services and their offer on our website.

Ready for take off!



IAPT can also help you deal with any phobias you have. IAPT recently helped a member of staff who had a phobia of flying, resulting in her being able to take an overseas holiday to visit her daughter, travelling abroad for the first time in years.

Whatever your need, IAPT may be able to help.

How am I driving?

Back pain caused by driving is a very common problem that's easily avoided. We caught up with some of the guys in our facilities team to talk about driving posture.

Kevin Johnson is a delivery driver, based at Fieldhead.

"My job is to deliver things like post, medicines, paper records and equipment.

"I drive all over the patch - Pontefract, Barnsley, Halifax - wherever things need to go.

"The key is to get yourself set up before you set off, nice and relaxed with a good upright posture.

"I've been doing full time for the best part of 10 years, driving five or six hours a day but never had a bad back".

Support for all of us

For more advice on posture, have a chat to one of our expert advisors. Or, if you've got any niggles or aches, see our free physio. For any support, call 01924 316031.

How booze can expand your waistline

Regularly drinking too much can have a noticeable impact on your waistline as well as cause less obvious but more serious health problems.

Why is alcohol so calorific?

Wine, beer, cider, spirits and all our favourite drinks are made from natural starch and sugar. This helps explain why alcohol contains lots of calories - seven calories a gram in fact, almost as many as a gram of fat. And, of course, additional calories can be present in mixers added to spirits such as cola or tonic water.

Tips to avoid weight gain:

- Don't drink more than 14 units a week regularly (equivalent to six pints of average strength beer or 10 small glasses of low strength wine)
- Alternate an alcoholic drink with a glass of water - this will help to prevent you becoming dehydrated
- To avoid snacking, don't drink on an empty stomach
- Opt out of rounds and drink at your own pace to avoid drinking too much
- Try cutting down with a friend, as you'll be more likely to stick to it with moral support
- Pace yourself by taking small sips
- Avoid binge drinking - it's not advisable to "save up" your units to splurge at the weekend
- If you're drinking white wine, why not add a splash of soda water to help the same number of units last longer?



Before you set off

- Adjust the height of the seat so you can get a good view of the road
- Move the seat far enough forwards to reach the pedals easily
- Adjust the angle of the seat so that you're supported along the full length of the thighs
- Make sure the seat is supporting the whole length of your spine up to shoulder level
- Check that the back rest is supporting the small of your back
- Adjust the steering wheel height so that you can reach it comfortably
- Make sure the head rest is at the right height
- Adjust your mirrors to suit you, rather than twisting and turning your back or neck.

Steve Stirling demonstrates the wrong way to sit. Slouching places strain on muscles and soft tissues, which may in turn cause pain.

Keith Butterfield is sitting correctly. It may not feel comfortable initially because your muscles have not been conditioned to support you in the correct position.

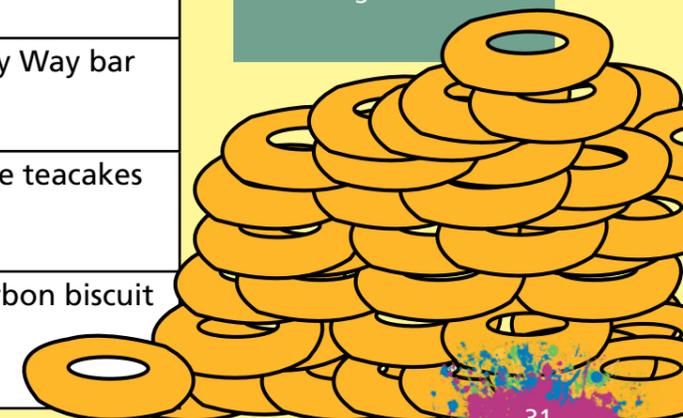
Top tips to avoid back pain

- Move position often - even good posture can cause discomfort
- Drive with both hands on the wheel, this stops your spine from rotating
- Take frequent breaks as this will prevent bad posture from becoming painful
- Avoid spending more time than you need in the car - don't use it as an office!

Drink	Calories (kcal)	Food equivalent
 A standard glass (175ml) of 12% wine	126kcal	Chocolate mini roll
 A pint of 5% strength beer	215kcal	Packet of salted crisps
 A glass (50ml) of (17%) cream liqueur	118kcal	Milky Way bar
 A standard bottle (330ml) of 5% alcopop	237kcal	Three teacakes
 A double measure (50ml) of 17.5% fortified wine	65kcal	Bourbon biscuit

Did you know?

Drinking five pints of lager a week adds up to 44,200kcal over a year. That's the same as scoffing a staggering 221 doughnuts!





Get into the good books

Sarah Hennessy

Have you tried every trick in the book to boost your wellbeing? Well, why not try...well...books!

Our library at Fieldhead (which is for all of us to use) has a huge range of mood-boosting books chosen by readers for their uplifting, feel-good qualities. The list features fiction, non-fiction, poetry, short stories, children's books and classics.

The books have been recommended by readers and reading groups from around the country.

Librarian Sarah Hennessy said: "Many people enjoy reading for pleasure and find it a great activity to do to de-stress and take time out for themselves.

Our Mood-Boosting Books take this one step further and help you to feel good through funny stories, touching tales and uplifting plots. The books are completely free to loan from the library and we can even post them out to you if you're not based at Fieldhead."

How to borrow a book:

Type "mood boosting" into the library catalogue: <http://swymht.nhslibraries.com/>

This will show you the 104 books we have from each collection.

Borrow any books by contacting the library - michael.morley@swyt.nhs.uk on 01924 316278 or sarah.hennessy@swyt.nhs.uk on 01924 316277.

It's Time to Change



Mental health is an issue we can't afford to ignore:

- 1 in 4 British workers are affected by conditions like anxiety, depression and stress every year.
- Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year.
- 95% of employees calling in sick with stress gave a different reason.

That's why we've committed to Time to Change's employers pledge. This is a statement of commitment to tackling mental health discrimination. It demonstrates to staff, service users, Trust members and the local community that we are leading the way in addressing stigma and discrimination.

Looking after your mental health can make a real difference to sickness absence rates, staff wellbeing and productivity, and retention. Since signing the employer pledge, 95% of employers said it had a positive impact on their organisation.

Learn more at:

www.time-to-change.org.uk

How to start a conversation with a colleague

Starting a conversation can be a great way to challenge mental health stigma.

- Ask them how they're doing, and take time to listen and engage with their response.
- If you have your own personal experience of mental health problems, and if it feels right for you, talk about this personal experience with your colleagues or team.
- Talk about what helps you maintain wellbeing, relax or de-stress. Ask your colleagues what helps them.
- Use news stories related to mental health to start a discussion.
- You could start with a fact, such as 1 in 6 UK workers experience depression, stress or anxiety.
- Remember that mental health is just as important as physical health.
- Slip one of these postcards onto your colleague's desk.



“ I leave my badge at the door and I am just me. ”

One in four people will experience a mental health problem in any year. This means that statistically, over 1,000 colleagues will be affected. Alex Feather is one of these people.

Despite suffering a number of setbacks and challenges in his life, Alex is now proud to share his experiences of mental health with staff members and service users in his role as Creative Minds development co-ordinator. He explains:

“ I'd be upset if I thought people didn't think it was okay to talk about these things. ”

“I've had mental health problems since my childhood. I've had some very serious episodes and at one point ended up as an inpatient. Now, I'm working for the Trust that saved my life.

“It's because of this that I now share my story willingly and regularly. I've had quite a lot of roles within the Trust, all of which have involved people sharing their stories with me. I just got used to that way of being.

“Sharing my story helps me to build a rapport with service users and carers, as I was also

a carer for my mum for eight years. By telling people about my experiences, I build bridges with people who might initially not trust people because of experiences they've had in the past.

“In much of my early work experience I rarely declared my illness as it felt like too much of a risk. When I did I either didn't get the job or I got given the menial tasks. I also learnt the hard way that bullying and harassment don't always end when you leave school. However in the Trust I've never had a negative reaction from anyone. I try to inspire people as someone who's managed to reinvent themselves.

“I also share my experiences with service users and their reaction has been so positive. I've seen people who are wary of services, but by speaking to them I'm able to get them to relax and see staff as people who are there to help them.

“I'd be upset if I thought people didn't think it was okay to talk about these things. Some people are just taught to keep things private and quiet but I'd encourage them to be more open and just talk.

“My personal experiences have also made me incredibly enthusiastic about my job. A lot of things that helped me personally were creative activities – such as writing,

art, woodworking, DJing, and gardening in an allotment that was given to me by my neighbour. The allotment totally changed me – when I was first given it I wasn't especially enthusiastic about it, but forced myself to weed it, turn the soil and plant seeds in the rain, mud and cold. By the summer, seeing everything come to life made me feel like I had come to life too.

“Because of this I'm really passionate about the work Creative Minds does as I know how much taking part in a creative activity can change someone's life. In Kirklees, the patch I cover, there are so many amazing things going on and I've always loved promoting the great work that's going on out there.

“The way I work is that I leave my badge at the door and I am just me. I don't withhold things and I've always tried to be transparent and open up. If you can build a bond with someone, it helps in so many ways.”

If you've got a personal story you'd like to share, contact comms@swyt.nhs.uk And find out more about Alex's work at www.creativemindsuk.com



• We bring all of us to work; our experience makes us who we are. Everyone should feel able to be open and honest and share this lived experience - but only if you choose to.

• One thing is clear; we will never tolerate stigma. Read our article opposite to find out more about our commitment to Time to Change.

5 STEP

to the walking challenge

Do you take as many steps each day as **Stephen Jolley**, technical support worker from estates and facilities? When we caught up with him he'd already done 4,228 steps and it wasn't even lunchtime!



"I've got a physical job and that's great for me because I've always been very active as a person. I started off in the RAF and then worked in aviation and logistics for many years before joining the Trust as a porter.

"On a typical day I'm doing checks, fixing problems, hanging pictures, unblocking sinks, doing PAT tests – all sorts of things.

"Everyone in my team walks around a lot; we do have vans but rarely drive anywhere. I've got an app on my mobile phone that counts my paces. Yesterday I did

13,634 steps, which is about five miles. You don't even notice you're walking that much!

"I think it's really important to walk around as much as possible. It keeps you supple and hopefully keeps a bit of the weight off too. Plus it's just nicer to walk around that sitting still all day.

"I want to encourage staff to walk around more. We've got lots of green spaces across our sites, plenty of flowers and trees - and you get to see people as you're walking around."

Walking is an underrated as a form of exercise, but walking is ideal for people of all ages and fitness levels who want to be more active. It has been shown to reduce the risk of chronic illnesses, such as heart disease, type 2 diabetes, asthma, stroke and some cancers.

What a 60kg person burns in 30 minutes

Strolling (2mph): 75 calories
Walking (3mph): 99 calories
Fast walking (4mph): 150 calories

Before you start

Wear some comfy shoes or trainers that won't give you blisters.

Starting out

Start slowly and try to build your walking regime gradually. To get the health benefits from walking, it needs to be faster than a stroll. Try to walk 10,000 steps a day. Most of us walk between 3,000 and 4,000 steps a day anyway, so reaching 10,000 isn't as daunting as it might sound.

Staying motivated

The easiest way to walk more is to make walking a habit. Think of ways to include walking into your daily routine.

Set yourself a goal

You can walk 1,000 steps in around 10 minutes. Pedometers are a fun way to keep track of your walking. Use a pedometer to work out your average daily steps and then start adding extra steps.

Five steps to mental wellbeing

Evidence suggests there are five steps we can all take to improve our mental wellbeing. If you give them a try, you may feel happier, more positive and able to get the most from life.



CONNECT

Connect with the people around you: your family, friends, colleagues and neighbours. Spend time developing these relationships.



BE ACTIVE

You don't have to go to the gym. Take a walk, go cycling or play a game of football. Find an activity that you enjoy and make it a part of your life.



KEEP LEARNING

Learning new skills can give you a sense of achievement and a new confidence. So why not sign up for that cooking course, start learning to play a musical instrument, or figure out how to fix your bike?



GIVE TO OTHERS

Even the smallest act can count, whether it's a smile, a thank you or a kind word. Larger acts, such as volunteering at your local community centre, can improve your mental wellbeing and help you build new social networks.



BE MINDFUL

Be more aware of the present moment, including your thoughts and feelings, your body and the world around you. It can change the way you feel about life and how you approach challenges.

Cut out and keep contacts

Need some support for your stress or a chat about your back? Here are some useful contact details for you to cut out and keep.

Unions

01226 644529

Occupational health

Email
Occupational.Health@swyt.nhs.uk

Telephone
01924 316031

#allofus

IAPT

- Kirklees and Calderdale IAPT team on 01484 343700
- Barnsley mental health access team on 01226 644900
- IAPT services in Wakefield are provided by Rightsteps who can be contacted on 0300 123 1530

Yorkshire Smokefree

0800 612 0011 - Free from landlines
0330 660 1166 - Free from most mobiles
www.yorkshiresmokefree.nhs.uk

We've
got
Your
Back

and any other niggles and aches

Musculoskeletal (MSK) problems are a pain for our staff.

We want to support you to be in work. We can help safely manage any pain and can make workplace adjustments.

So, no matter what caused your discomfort - at work or at home - we've got lots of support for all of us.

Anyone can self-refer to our fast track physio and we also have specialist advisors who will come to you.

#allofus
our wellbeing at work