

March 2023

Welcome to this Health & Wellbeing Update which includes:

- International Women's Day - Menopause Awareness
- World Sleep Day - Sleep and Mental Health Awareness
- Nutrition and Hydration
- Eating disorders
- Neurodiversity
- Andy's Man Club x Emmerdale
- Training Update and Schwartz Rounds
- Staff Rewards and Benefits updates
- Health & Wellbeing Champions

Focus on - No Smoking Day

8th March 2023

Never give up on giving up. Every time you try to stop smoking, you're a step closer to success

It's estimated that the average smoker takes 30 quit attempts to succeed. Just under 40% of smokers try to quit every year in England and around a quarter of these will succeed. However, many more smokers are contemplating quitting or engaged in behaviours such as cutting down. Every quit attempt should be seen as making progress and an opportunity to learn, encouraging smokers to get into the habit of quitting.

Visit the CURE Team on 8th March for No Smoking Day on their stand for more information and freebees!

The stand will be located opposite the multi faith centre, Manchester Royal Infirmary, Oxford Road Site.

If you can't visit the stall please follow this link to our [Stop Smoking Support](#) intranet page for more information and support.

Benefits of Quitting Smoking:

Improved Health: Quitting smoking can have a significant impact on your overall health. It can reduce your risk of developing lung cancer, heart disease, stroke, and other serious health conditions.

Better Breathing: After quitting smoking, your lung function will begin to improve almost immediately. Over time, you'll be able to breathe easier and enjoy physical activities that may have been difficult for you before.

Increased Energy: Smoking can affect your energy levels by reducing the amount of oxygen in your bloodstream. Once you quit, your body will start to receive more oxygen, and you'll feel more energetic and alert.

Better Sense of Smell and Taste: Smoking can dull your senses of smell and taste, but quitting can help improve them. You'll be able to enjoy the taste of food again and smell fragrances and scents more clearly.

Find out more:

[MAKE SMOKING HISTORY](#)

[The Cure Project](#)

[Better Health - Quit Smoking](#)

Tips to Help You Quit Smoking:

Set a quit date: Choose a specific date to quit smoking and stick to it. Mark it on your calendar and tell your friends and family about your plan.

Get support: Quitting smoking is easier with the support of loved ones. Consider talking to a stop smoking advisor by calling the NHS Stop Smoking Helpline between 9am to 8pm Monday to Friday and 11am to 4pm Saturday and Sunday. Calls are free: 0300 123 1044

Use nicotine replacement therapy: Nicotine replacement therapy (NRT) products, such as nicotine gum or patches, can help manage withdrawal symptoms and cravings. Free quit smoking offer, giving NHS staff in Manchester support to quit, including free 12 week supply of NRT, [click here to find out more](#).

Avoid triggers: Identify the situations that trigger your cravings, such as after a meal or while drinking alcohol, and try to avoid them. Find alternative activities to replace smoking, such as going for a walk.

Be patient: Quitting smoking is not easy, and it may take several attempts before you succeed. Don't get discouraged, and keep trying.

Find out more about how to quit:

[MAKE SMOKING HISTORY](#)

[The Cure Project](#)

[Better Health - Quit Smoking](#)

NHS employees, contractors and support workers in Greater Manchester can now get free, personalised stop smoking support with expert advice and treatment.

The support includes six months' free access to the top-rated Smoke Free app to support you on your journey, and up to 12 weeks' worth of nicotine replacement and/or a vaping kit to help keep cigarette cravings at bay.

To get started [SIGN UP NOW](#) or call the NHS Stop Smoking Helpline on 0300 123 1044

March Promotional Campaigns

International Women's Day - 8th March 2023

This year's International Women's Day is on 8th March and the theme for 2023 is #EmbraceEquity.

International Women's Day is a time to celebrate the achievements of women and to reflect on the challenges they continue to face. The Employee Health and Wellbeing Team would like to take this opportunity to promote the wide range of menopause support available.

All MFT staff can access the following support:

- Menopause Awareness Sessions available for all staff (please sign up via the new Learning Hub)
- A range of information, guidance and support on our [MFT Menopause Support Intranet page](#)
- Support for managers and leaders in our Reasonable Adjustments Toolkit
- **Coming Soon:** Menopause Peer to Peer Support Sessions

Of course, 8 March is just one day. But as we move towards achieving Menopause Friendly Accreditation, we'll be working hard to #EmbraceEquity every day.

What can you do to support?

- **Watch our 6-minute video to increase your awareness and share with your team (found on our Menopause Support intranet page)**
- **Sign up to a Menopause Awareness Session via the new learning hub.**
- **Request a bespoke Menopause Awareness Session for your team by completing [this form](#).**

Endometriosis Action Month

Endometriosis Action Month is an opportunity to raise awareness, demand change, and show your support for the 1 in 10 women and those assigned female at birth with endometriosis. Find information on Endometriosis UK's, including support groups and community forums click [here](#)

World Sleep Day - 17th March 2023

Sleep is an integral to our wellbeing. Improving our quality of sleep helps to maintain good mental and physical health, improves our decision making, interpersonal skills, and ability to focus throughout the day. Did you know that 200,000 working days are lost every year in the UK due to insufficient sleep?! In fact, a good night's sleep is the single biggest contributor to living better.

In the lead up to World Sleep Day, the Employee Health and Wellbeing Services are offering **Sleep & Mental Health awareness sessions** to help you understand more about sleep, the role it plays in your overall wellbeing, and tips on how to improve it. The first date will be **Friday 17th March, 10am-11.30am** and can be accessed by signing up via the new learning hub or joining this [link](#) Meeting ID: 368 152 709 280



[Click here](#) to find out more about sleep, sleep tips and how sleep is essential for health

The EAP and Sleep Support

Healthy sleep habits can make a big difference in your quality of life.

[Click here](#) to check out these articles and more on the online portal!

If you are looking for some more information about the whole Employee Assistance Programme offer please watch this video: [Employee Assistance Programme Overview](#)

Nutrition and Hydration Week - 13th - 19th March

Reinforce, Focus and Energise

This nutrition and hydration week, we encourage you to consider ways to support your own health and wellbeing. It is important to remember that taking care of yourself is essential to be able to provide the best possible care to patients.

- **Keep hydrated** - Drink plenty of water throughout the day. You can also drink herbal tea or other low-sugar drinks to help keep you hydrated.
- **Take your breaks** - When you can to rest, recharge and refuel. If possible, try to get outside for some fresh air and natural light.
- **Plan your meals** - Plan ahead and pack healthy snacks and meals before shift starts. Trying to eat regular meals will help maintain your energy levels.

Eating Disorders Awareness Week 27th February - 5th March

27th February - 5th March 2023

Around 1 in 4 people with eating disorders are men. And yet in 2023, their symptoms can still go unnoticed by those around them.

We'd sooner put the signs down to fussy eating, a busy schedule — even a cry for attention. Right? Not quite.

Just like Bruno, “we don't talk about” eating disorders in men.

Just like the reboot of *Cats*, they can't be brushed under the carpet (try as we might).

And just like *The Da Vinci Code*, they can be pretty hard to crack.

THAT'S WHERE YOU COME IN

This Eating Disorders Awareness Week, you can help us set the record straight. You can start conversations, share our video and spread the word:

Yes — men get eating disorders.

But *really*, stranger things have happened.

So let's #HelpMenGetHelp.

[PASS IT ON](#)

Neurodiversity Celebration Week - 13th - 19th March

Neurodiversity refers to the variations in the way that individuals interpret and process information and is often used as an umbrella term for conditions such as Autism Spectrum Condition (ASC), Attention Deficit Hyperactivity Disorder (ADHD), Dyslexia, Developmental Coordination Disorder (DCD)/Dyspraxia, Dyscalculia, Stammering and Tourette's Syndrome.

It is estimated that 15-20% of the UK's working age population have a neurodiverse condition. This means a significant number of MFT employees are neurodiverse and offer unique perspectives, ideas and talents to the workforce. Therefore, it is important that we raise awareness about neurodiversity in the workplace and provide both employees and managers some tools and information about neurodiverse conditions.

For more information go to EHW intranet page: [Neurodiversity](#), where you will find resources for employees and managers and other useful links and supporting information, including our reasonable adjustments toolkit

Andy's Man Club x Emmerdale

The Men of Emmerdale Know that It's Okay To Talk!

For the first time in its fifty-year history, Emmerdale will be airing an episode featuring an ensemble cast of only male actors. In coming weeks Marlon Dingle, played by Mark Charnock, will set up a late-night lock-in at the Emmerdale Woolpack, with one thing on the agenda.....men talking to each other. This pub gathering will follow Marlon's horrifying discovery that his friend Paddy was trying to kill himself. With Paddy's mental health continuing to be fragile, and after bringing him safely home, Marlon wants to do anything he can to help his friend. [Read more](#)



EHW Services Training and Events

Health and Wellbeing Champion Training

Join over 300 colleagues from across the Trust and train to become a Health and Wellbeing Champion for your team. Understand the huge array of support available both from the Employee Health and Wellbeing Service, regionally and nationally.

Training is virtual, please email HW.Programmes@mft.nhs.uk to book on. **Find out more** about the Champion role [here](#).

Upcoming training dates:

- 14th March 2023, 12pm till 1pm
- 20th April 2023, 9am till 10am

Menopause Awareness Sessions

We want everyone to feel comfortable talking about menopause, never feeling that the subject is taboo or off limits.

Upcoming training dates:

- 13th March 2023, 12pm till 1pm
- 5th April 2023, 10am till 11am
- 27th April 2023, 12pm till 1pm

To book your space [click here](#).

Wellbeing Conversations

Health and Wellbeing conversations are intended to be regular, supportive, coaching-style one to one conversations that focus on wellbeing of our colleagues. For more information [click here](#)

Upcoming training dates:

- 6th March 2023, 9am till 11.45am
- 14th April 2023, 1pm till 3.45pm
- 23rd May 2023, 9am till 11.45am

To book or see future dates, [click here](#)

Employee Health and Wellbeing Leadership Course - For managers and leaders

This full day course will help you to create the essential building blocks of a positive health and wellbeing culture for your team. Find out more about the course [here](#).

Next course dates -

- Wednesday 8th March 2023
- Monday 27th March 2023
- Wednesday 12th April 2023
- Friday 21st April 2023

To book or see future dates, [click here](#)

Psychological Wellbeing and Mental Health Training:

For more information on all courses and dates, please [click here to go to the Learning Hub](#).

- Understanding Stress - 03/04/2023
- CBT: Thinking Resiliently - 07/03/2023 and 22/03/2023
- Mental Health in the workplace - 31/03/2023
- REACT Training - 17/03/2023 or 21/03/2023
- Understanding and Managing Anxiety - 13/03/2023
- Suicide Awareness & Prevention (bitesize) - 27/03/2023

Mental Health First Aid Training

Learn how to start a supportive conversation with a colleague who may be experiencing emotional distress or a mental health issue and how to signpost them to the appropriate support. Apply and book for the two days training via the Learning Hub [here](#).

Upcoming training dates

- 22nd & 23rd May 2023
- 3rd & 10th July 2023

New dates are added regularly!

GM Working Together Events

Over the coming months, Greater Manchester Integrated Care Partnership have some great wellbeing sessions:

- Every Thursday from 19th Jan until 9 March - [Mindfulness Practice - weekly drop-in sessions](#)
- Wednesday, 1 March - [Workplace Physical Activity: Have we set the bar too high?](#)
- Tuesday, 7 March - [Menopause Awareness for Peer Support](#)
- Tuesday, 14 March - [Looking After Yourself & Your Teams](#)
- Thursday, 16 March - [How to Navigate Uncertainty](#)
- Tuesday, 21 March - [Wake up to sleep](#)

To find out what other sessions they have planned in the coming months, [click here](#).

Schwartz Round

'At times, caring is challenging'

Thursday 2nd March

12.30-1.30pm

Seminar rooms A & B, 5th floor RMCH

[Poster](#)

Schwartz Rounds are multidisciplinary forum for staff to come together to discuss and reflect on the emotion and social challenges with working in healthcare.

Rewards and Benefits

Going Free Staff Page

The MFT Rewards and Benefits Team

facilitate the Going Free staff page, enabling you to share items that you no longer need and would like to gift, free of charge to another MFT colleague.

We recommend items such as school uniforms, toys, books, bikes, clothes etc, that can be gifted to other colleagues who can use the items.

You can find the new page via this link [Rewards and Benefits page - Going Free - Staff page](#) where you will find the link to a form that can be completed in a matter of minutes, providing details of the item you would like to share on this page, for a period of two weeks. Happy Gifting!

Quarter Century Club

The Quarter Century Club (QCC) is an organisation of hospital employees which was set up to promote a spirit of fellowship and goodwill amongst its members, and to maintain contact with and create interest in the welfare of past members.

Membership of the QCC is free of charge and is open to all present and retired employees having not less than 25 years aggregated service with any hospitals currently forming part of the MFT Trust. To find out more via the [Quarter Century Club Intranet Page](#).

Health and Wellbeing Champions



Being a Health and Wellbeing Champion is important to me because I value all my colleagues, and if I can help them to promote their own wellbeing then that will make me happy

Do you have a passion not only your health and wellbeing but also of the team around you?

Our network of Health and Wellbeing Champions are here to support colleagues as needed, signposting to relevant resources and regularly checking in.

Why not book onto our training session? It is now available to book on the new learning hub.

From the Health & Wellbeing Programmes Team

To view all our Health and Wellbeing Programmes and support available, and to find out more about the Employee Health & Wellbeing Service [click here](#).

Please email HW.Programmes@mft.nhs.uk to receive this update each month
