



NHS

Gateshead Health
NHS Foundation Trust

Balance



Guide to Financial Wellbeing



*An eBook designed to
provide you with a guide to
all of the financial wellbeing
support, resources, services
and information available to
you as a valued part of
#TeamGateshead.*

balancegateshead.com
#GHMoneyMatters



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INTRODUCTION



INTRODUCTION

1 in 8 workers are already unable to make ends meet or cover essential living costs. As cost of living continues to rise, energy bills soar and wages fail to rise in line with rates of inflation, this figure is only predicted to increase.

*"1 IN 8 WORKERS ARE
ALREADY UNABLE TO
MEET OR COVER
ESSENTIAL LIVING
COSTS"*

With the average annual energy bill now over £4250, and rapidly inflating costs for everything from mobiles to milk, many of us are experiencing financial pressures we might not have been subjected to before.

NHS Employers' [report](#) outlines that families without full-time workers, single-parent families, families with a disabled person, families with three or more children, those in rented accommodation and households headed by someone of non-white ethnicity as the most vulnerable in relation to the rising cost of living.

Elsewhere, the Mental Health Foundation reports 19% of workers are having trouble sleeping due to financial worries, while one in ten went as far as saying concerns were impacting their concentration and decision-making.

The impact of poor financial wellbeing amplifies our wellbeing in other areas. A common cause of stress, anxiety and depression, poor financial wellbeing drives absence, productivity and our ability to do our job well.

This document serves to bring together all of the financial wellbeing support, resources, information, opportunities and services available to you as a Gateshead Health colleague.

Whether internal or external, it's hoped there is something within this guide for everybody.

CHAPTER ONE BASICS

Our basics chapter aims to ensure that you're equipped with everything you need to continue to live well during times of financial strain.

Included in this area is information on how to access quality food and drink through our Chaplaincy service, both on-site and at home. Also found here is information on how to visit the #TeamGateshead Item Bank, helping those in need to access things such as clothes, toys, uniform, food, toiletries and more.

BASICS

#TEAMGATESHEAD ITEM BANK



The [#TeamGateshead Item Bank](#) encourages colleagues to drop-off non-perishable foods and sanitary products which may be of value to other colleagues.

To make a donation, simply visit the [Listening Space](#) and use the dedicated drop-off box to post your items. We also have a drop-off box in The Hub too, if that's easier for you.

Colleagues who visit the Listening Space can then check out our collection of donations and take home items freely on a no-questions asked basis. The Listening Space can be accessed via smart card, and colleagues should visit ECC Reception or QE Facilities to have access added to their card. A full schedule of free visiting times can be found on the [Listening Space page](#) of our website.

LEG-UP PROJECT



The [Leg-Up Project](#) was launched in late 2022 and aims to provide colleagues experiencing financial hardship with access to hot meals at work.

To access the support, which provides colleagues with access to vouchers worth up to £6 which can be redeemed at QE Facilities-led catering sites, colleagues are asked to get in touch with our Chaplaincy team who can advise on availability and help you arrange a confidential pick-up.

To get in touch with the team, please ring 0191 445 2072 (internal: 2072).



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CHAPTER ONE BASICS



BASICS

GATESHEAD FOOD BANK



Also available to access through our Chaplaincy service are referrals to [Gateshead Food Bank](#), who are there to help individuals and families in crisis through the provision of emergency food supplies.

Most food banks cannot be used without a referral. Our Chaplains will be happy to help you by providing one to help you access Gateshead Food Bank.

To discuss this confidentially, please get in touch with the Chaplaincy team on 0191 445 2072 (internal: 2072).

OTHER REFERRALS



Colleagues are reminded of our partnership with [Citizens Advice Gateshead](#), who are one such organisation with the means of providing referrals to other local foodbanks.

In order to access a local food bank, please get in touch with the Citizens Advice. If you're housed in Gateshead, it would be best to use our priority access service by calling 0191 490 4231 or emailing gstaffswa@citizensadvicegateshead.org.uk. If your home is located elsewhere, please instead look to complete this [contact form](#).

GRANTS

CHAPTER TWO GRANTS

Our grants chapter aims to help those most in need of financial support with detail around what might be available to them.

Included in this area are a range of grants, many of which are targeted to healthcare workers who meet certain criteria. A grant-finding tool also helps those who might not meet criteria to find alternatives. Most grants are also targeted at those with a specific cost to meet - so please read eligibility criteria closely before applying.

GRANTS

HEALTHCARE WORKERS' FOUNDATION



A charity founded by NHS workers, for NHS workers, the [Healthcare Workers' Foundation](#) exists to support the wellbeing of colleagues and can help provide crisis support.

Amongst the support offerings provided include grants - though other assistance is available in areas such as counselling, transport and more.

Grants of up to £1000 are available for healthcare workers experiencing financial hardship with a specific cost to fund, while their 'Rainy Day Fund' also offers grants of upto £250 for those in need of assistance with incomings and outgoings. To find out more, [visit their website](#).

RCN FOUNDATION



Registered Nursing and Midwifery Council nurses or midwives as well as healthcare support workers, nursing associates or nursing apprentices who've practised in a role for more than 3+ years under the supervision of registered nurses might be eligible to access a hardship grant from the [RCN Foundation Benevolent Service](#).

You need not be a member of the Royal College of Nursing to apply to the RCN Foundation, which can provide up to one grant per year. Full eligibility criteria and use cases can be found over on the [RCN Foundation website](#).



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CHAPTER TWO GRANTS

GRANTS

GRANTS

ROYAL MEDICAL BENEVOLENT FUND



**Royal Medical
Benevolent Fund**
The Doctors' Charity



The Royal Medical Benevolent Fund provides financial support for [doctors](#), [medical students](#) and their families.

Targeted support is available for both medical students and doctors. Both can access grants, while junior doctors expecting a baby can access [targeted support](#) as well as [bursaries and grants](#). Elsewhere, doctors can arrange to access confidential psychotherapy, view an advice hub and more.

For more on the support available, [click here](#) if you're a medical student or [click here](#) if you're a doctor.

CAVELL NURSES' TRUST

Cavell
nurses' trust



Cavell Nurse's Trust offers current, former and retired registered nurses, nursing associates and midwives; maternity support workers, healthcare assistants the opportunity to [apply for a grant](#).

To be eligible, you must live in the UK and be in financial hardship with less than £4000 in household savings – including money in savings and current accounts.

For more information, including what grants can be used for and any other eligibility criteria - or to apply for a grant, [visit the Cavell Nurses' Trust website](#).



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CHAPTER TWO GRANTS

GRANTS

GRANTS

TURN2US

TURN2US



Turn2Us are a national charity fighting UK poverty, helping those in financial need to gain access to welfare benefits, charitable grants and other financial help through their partner organisations.

Amongst the support tools offered by Turn2Us is their grant finding service, which uses your location, age and gender to identify grants you may be eligible to access.

To use the grant finding service, simply [visit the Turn2Us grant search website](#) and enter your details. You can also find further grants available to view and apply for via [our website](#).

CITIZENS ADVICE

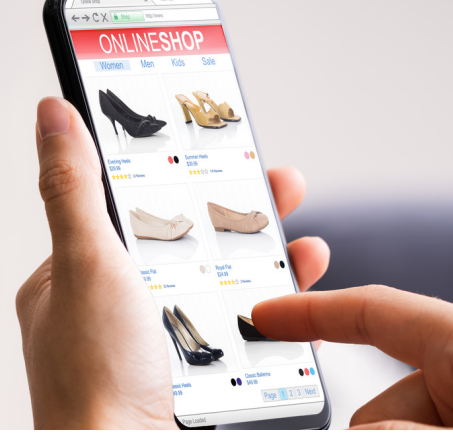


Another organisation you might wish to turn to for more information around accessing grants are [Citizens Advice Gateshead](#).

Their specialist advisors are always keeping tabs on newly-offered grants and are aware of more grants than those listed within this document or via Turn2Us.

To access this support, call 0191 490 4231 (please leave a voicemail if your call goes unanswered). Alternatively, email gstaffswa@citizensadvicegateshead.org.uk.

CHAPTER THREE DISCOUNTS



The discounts chapter helps you to access savings through exclusive offers to NHS colleagues and by making you aware of other handy tips.

Included in this area is information on how to sign-up to exclusive discount providers - most of which are completely free to sign-up for. Elsewhere, there is information on some of the internet's most popular saving tools, including automated voucher finders and deal hunters!

DISCOUNTS

HEALTH SERVICE DISCOUNTS



[Health Service Discounts](#) provide exclusive discounts, cashback and vouchers for all NHS colleagues, and is completely free to join.

Partnered with major brands such as Boohoo, Argos, EE, Clarks, JD, Butlins, Hotels.com, FitBit, Boohoo and more, over 1.8m healthcare workers are already taking advantage of the exclusive discounts offered by the platform.

To access the platform, simply [register](#) and you'll receive access to hundreds of discounts – search for one to suit your or browse the various categories at your leisure to find a deal!

BLUE LIGHT CARD



[Blue Light Cards](#) provide discounts for NHS, emergency sector and social care colleagues, with thousands of discounts available online and on the high street.

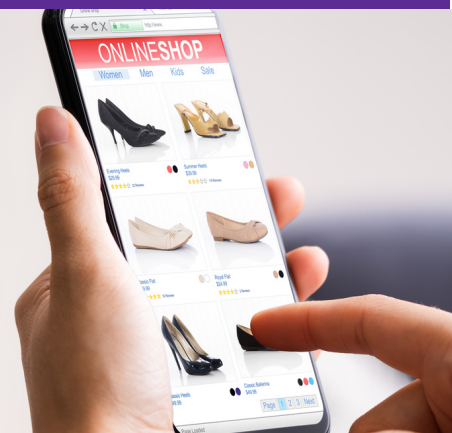
Cards cost only £4.99 and last two years, providing access to more than 15,000 discounts at everywhere from large national retailers to local businesses, and across categories including retail, holidays, cars, days out, fashion, gifts, insurance, phones, and more.

All that is needed to purchase a Blue Light Card is proof of employment - [get yours now!](#)



Balance

CHAPTER THREE DISCOUNTS



DISCOUNTS

RED GUAVA BENEFITS



[Red Guava Benefits](#) provides access to exclusive offers and discounts for health sector employees.

Offers from Red Guava include discounted theme park entry and days out, savings on a huge range of shopping gift cards, gifts and flowers as well as deals on holidays, hotels and airport parking.

To log-in to the platform, simply use the details:

Username: GHNT

Password: BENEFITS

STAFFBENEFITS.CO.UK



The newest addition to our fleet of discount partners, [StaffBenefits](#) offer exclusive discounts to NHS colleagues at companies ranging from Apple to GoApe!

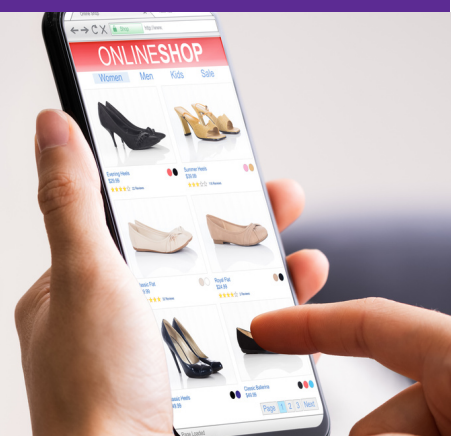
Registration is free and can be accessed [here](#) – just select Tyne and Wear as your location when signing up.

It is recommended that you use your personal email address when signing up in order to ensure sign-up emails aren't filtered into your spam folder.



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CHAPTER THREE DISCOUNTS



DISCOUNTS

HONEY



[Honey](#) automatically searches the internet for the best available discount coupons and vouchers, and applies them to your basket to help you save money as you shop online.

As you shop, you also earn Honey Gold, loyalty points which can be exchanged for gift cards as you accumulate them. With over 30,000 sites, Honey is generally always a useful option to have on your side.

To join Honey, [install the app on your web browser](#) and/or download the app on your mobile, available on both [iOS](#) and [Android](#).

HOTUKDEALS



[Hotukdeals](#) is the UK's biggest shopping community for deals, discounts and freebies.

The website collates user-submitted deals from across both the web and in-store retailers, meaning it's always worth checking for new deals or having a search of the site before you make a purchase. You can even set up price alerts on goods you're looking for a deal on.

Visit the website to [join hotukdeals](#), or download the app on [iOS](#) or [Android](#).

CHAPTER FOUR ADVICE

Our advice chapter looks to introduce you to the partners and providers who can help you when you're facing financial difficulties or concerns.

Included in this area is information on how to access priority access to Citizens Advice Gateshead for all staff, as well as a number of specialist organisations who are there to support you with issues including debt, gambling, managing your money, saving and identifying or accessing further support.

ADVICE

CITIZENS ADVICE GATESHEAD



Our partnership with [Citizens Advice Gateshead](#) provides colleagues with access to a priority service from advisors. The partnership ensures you all staff can access support from the Citizens Advice Gateshead within one working day.

Amongst the topics that advisors can help you with include finance and debt, energy and utilities, housing and accommodation, welfare and in-work benefits, illness and disability, general legal advice and issues, immigration advice, consumer service and more.

To access this support, you can call 0191 490 4231 at any time - just leave a voicemail if your call goes unanswered. Alternatively, please email gstaffswa@citizensadvicegateshead.org.uk.

Drop-in for face-to-face advice:

Furthermore, a Citizens Advice Gateshead advisor holds a weekly on-site drop-in clinic for colleagues to visit and chat face-to-face.

An advisor can be found on-site at the Listening Space between 11:00am - 2:00pm on all but the final Wednesday of each month, when colleagues can instead find him at Bensham in POD Meeting Room 3.

Monthly Bulletins:

Citizens Advice Gateshead also provide a monthly bulletin for staff. Bulletins focus in on timely matters which have previously included energy advice, the cost of living crisis and more. To check out all bulletins, simply visit their [dedicated page on our website](#).



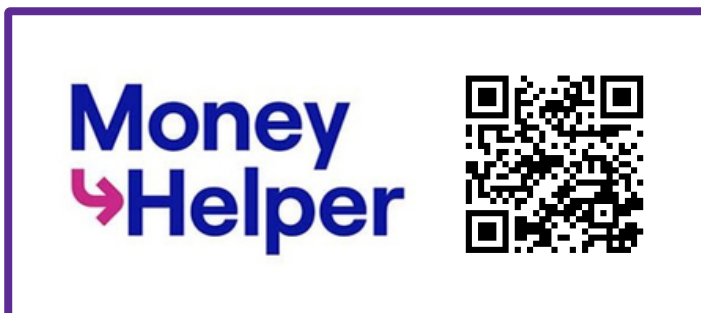
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CHAPTER FOUR ADVICE



ADVICE

MONEY ADVICE SERVICE



Money Helper, previously known as the Money Advice Service offers free trustworthy guidance to anyone in need.

The service covers financial advice around [benefits](#), [everyday money](#), [family and care](#), [homes](#), [money troubles](#), [pensions and retirement](#), [savings](#) and [work](#).

Whether you're looking to get on top of bills, plan your future or tackle a debt, Money Helper are more than likely to have something useful to you. Visit them at moneyhelper.org.uk or find out the relevant contact details for you [here](#).

HELP FOR HOUSEHOLDS



[Help for Households](#) is a support programme launched by the government to help you manage with the increasing cost of living.

Amongst the information on their online hub includes details on types of financial support available such as the [cost of living payment](#), [winter fuel payments](#), [warm home discounts](#), [household costs](#), [childcare costs](#), [transport costs](#), [income support](#) and more.

Also available through Help for Households are [tips for energy saving](#) to help you save money on bills.



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CHAPTER FOUR ADVICE



ADVICE

NATIONAL DEBTLINE



NATIONAL
DEBTLINE

[National Debtline](#) is a charity which provides free and independent debt advice both over the phone and online through live chat

The organisation's advisers can help you to deal with high bills, debt, budgeting and much more.

STEPCHANGE DEBT CHARITY

StepChange
Debt Charity



[StepChange](#) provide the UK's most comprehensive debt advice service and help those with debt issues to take back control of both their finances and lives.

The organisation provide free advice to help you deal with your debt, set up a solution and help you.

PAYPLAN

PayPlan®



[PayPlan](#) offers free debt advice and free debt management plans, and are a particularly useful organisation for those who have multiple debts.

Colleagues can access support from PayPlan via phone on 0800 280 2816 or via a [live chat facility](#).



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CHAPTER FIVE SELF CARE



SELF CARE

FREE SALON TREATMENTS

Free Treatments
at the Listening Space

Mini-pedicure Mini-manicure Indian head massage

balancegateshead.com

Our partnership with Gateshead College provides 25-minute appointments with trainee beauty therapists from Botanica Salon. Available are pedicures, manicures and head massages.

Appointments are available in thirty minute slots in the Listening Space every Friday between 11:00am to 3:30pm, and take place weekly during term-times only. We're also working towards bringing these to Bensham and Blaydon.

To book your appointment and receive a free treatment, simply let us know what you're after and when you'd like to attend on ghnt.hwb@nhs.net.

SALON DISCOUNTS



Also available through [Botanica Salon](#) are a range of heavily-discounted treatments and services for those who can travel to the salon itself.

Amongst the services available include facial Treatments, hand, feet and nail treatments, waxings, eye treatments, body treatments and massages, haircuts, colourings and barbering.

All treatment services at Botanica Salon are available during term-time only and are provided by level 2 and 3 students, supervised by qualified tutors. [View their full price list](#) for all costs.

SELF CARE

CHAPTER FIVE SELF CARE

Our self care section aims to help you save money by introducing you to ways you can cut costs or save money while improving your health.

Included in this area are services led to help support you in looking to quit smoking or reduce your alcohol intake, free premium memberships to mindfulness, meditation and mental wellbeing apps as well as information on how to access expert support from within the organisation.

SELF CARE

STOP SMOKING SUPPORT



The [Staff Tobacco Dependency Offer](#) is available to all colleagues and provides you with free access to support which might include a refillable e-Cigarette package and nicotine replacement therapy (NRT) products.

Those who [get in touch](#) can also access a 12-week, one-to-one support programme with a dedicated stop smoking advisor. And, if you struggle with a busy schedule or irregular work patterns, free premium access to the Smokefree App will also be provided, enabling you to access 24/7 quitting advice.

For more on this offer, call 0191 445 8144 or email ghnt.qef-stopsmokingservice@nhs.net.

ALCOHOL SUPPORT



Another way to cut costs is to reduce your drinking, and free support through DrinkCoach can help you do just that.

By taking the [confidential free 2-minute test](#), you'll be assigned a risk score which will enable you to access further, more targeted support. Amongst the options includes the option to access a programme of up to six free 1:1 online coaching sessions.

To find out more about this support offer and how DrinkCoach can help you to cut down on your drinking, visit [our dedicated alcohol support webpage](#).



Balance

CHAPTER FIVE SELF CARE



SELF CARE

FREE HEADSPACE MEMBERSHIP



HeadSpace is the world's most science-based meditation app and premium membership is available free to all NHS colleagues.

The app can help you to stress less, sleep soundly and increase your resilience. Learn life-changing skills of meditation and mindfulness, and practice them when you need it most. Just [sign-up here!](#)

WORK-LIFE BALANCE SUPPORT

WorkLife Central is an online platform which offers a programme of support and resource to NHS colleagues with no charge.

The platform includes a programme which contains practical support for working parents. Just [sign-up with your NHS email!](#)

FREE UNMIND ACCESS



Unmind is a mental health platform that empowers you to proactively improve your mental wellbeing.

The app uses scientifically-backed assessments, tools and training to help you measure and manage your personal mental health needs. Included in the app are digital programmes designed to help with sleep, stress, coping, connection, fulfilment and nutrition.

To gain free access to the app, [sign-up using your NHS email address](#), and select 'NHS' when selecting your organisation.



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CHAPTER FIVE SELF CARE



SELF CARE

OCC HEALTH COUNSELLING



All colleagues can refer to our counselling service. If preferred, colleagues can also ask their manager to make a referral on their behalf.

Talking therapies are for anyone going through a tough time. Sessions provide you with the opportunity to discuss what is bothering you, look at problems in a different way and chat with an expert who will respect you.

Counselling can be particularly helpful for those who experience depression, anxiety, eating disorders, phobias and addiction. These services may also be useful after traumatic events such as bereavement or personal issues. To make a referral, please [complete the form](#) and send to ghnt.occupational.health@nhs.net.

SLIMMING WORLD



Here at Gateshead Health we have an exclusive partnership with Slimming World Gateshead, offering all #TeamGateshead colleagues 10% off 6 and 12 week memberships.

All that is needed to access the offer at local groups is your ID Card, and a full list of eligible groups in the local area can be seen over on the [healthy eating page](#) of our website.

With discount, a six week membership is available at a reduced price of £26.55, with 12 week memberships priced at £53.55. Simply turn up at a local group with your ID and the group leader will help take care of signing you up!

CHAPTER SIX BILLS

Our bills chapter aims to help you save money on your regular outgoings.

Included in this area are websites that can help you on saving money on energy and utilities, including gas, electricity and water. You'll also find handy tips on how to get the best deals on broadband, mobiles, insurance and more.

BILLS

MONEY SAVING EXPERT



[MoneySavingExpert](#) is the official website of Martin Lewis.

With a dedicated gas, electricity and water area, the site helps keep you up to date with the newest ways to save money on utilities – as well as the latest developments in the industry.

SIMPLE ENERGY ADVICE



ENERGY SAVING TRUST



The [Energy Saving Trust website](#) includes information on heating your home, reducing home heat loss, buying energy efficient products and making use of renewable energy.

The site is also home to advice on switching suppliers, accessing financial support and information about the benefits of smart meters.

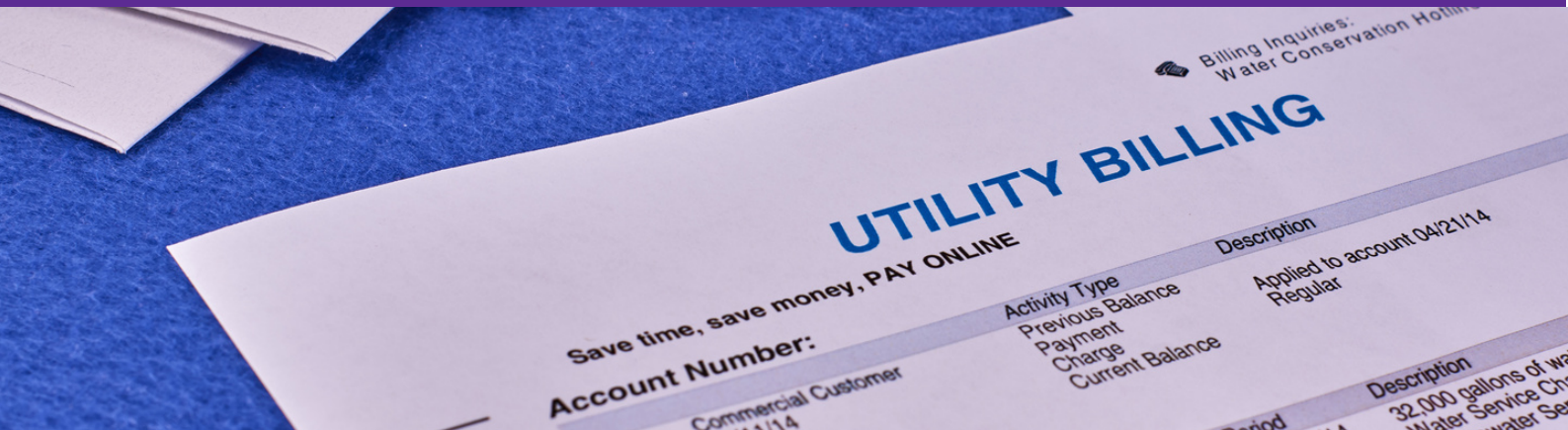
The government-endorsed [Simple Energy Advice website](#) can help you reduce your bills, make your home warmer or greener and plan home improvements.

Further energy support can be found [on our website](#).



Balance

CHAPTER SIX BILLS



BILLS

MONEY SUPER MARKET



[Money Super Market](#) can help you make savings across motoring, insurance, energy, travel, broadband, mobile phones and more through their comparison tools. Please note that Money Super Market is not an Ofgem-accredited price comparison site.

OFGEM COMPARISON SITES



[Ofgem-accredited price comparison websites](#) comply with the Code of Confidence standards set by Ofgem, ensuring independence, transparency, accuracy, and reliability when it comes to price comparisons. It's advised to use a site on Ofgem's list rather than others for the best and most reliable deals.

SAVING FUEL DRIVING



The RAC has published '[The ultimate guide to on how to save fuel](#)', compiled in association with the Energy Saving Trust. With fuel costs constantly fluctuating, the guide offers drivers handy practical tips and advice on how to get the most for their money when it comes to filling and using their tank.

CHAPTER SEVEN GROCERIES

Our groceries section aims to help you save money when doing your food shopping.

Included in this area are exclusive discounts at some of the most popular supermarkets in the United Kingdom - alongside some hidden gems, too. You'll always find the most up-to-date discounts on our website's dedicated Groceries page, so check there often too! For more on food & drink, please see 'Basics'.

GROCERIES

ASDA - BLUE LIGHT CARD



In light of the Cost of Living Crisis, ASDA reintroduced its offer of 10% off shopping for all Blue Light Card holders.

The supermarket also waived a 12-week qualifying period for new employees to begin receiving staff discounts – meaning all Gateshead Health colleagues can begin taking advantage of discounts as soon as you [get your Blue Light Card](#).

Food and soft drinks, George clothing and homeware, toys, gifts and optical products are all included in the offer. To check this offer remains active, visit the [Blue Light Card website](#) or [ASDA](#).

MORRISONS NHS CLUB



Colleagues can join the Morrisons NHS club to receive exclusive offers in-store as well as free delivery on all online orders.

By joining the club, downloading the app and scanning your Morrisons NHS Club card when buying in-store, you'll begin to receive cut-price offers on your favourite products. And those who prefer to do their shopping online can get a delivery to their door as soon as the next day entirely free.

[To join the NHS Club, visit the Morrisons website](#) and follow the instructions.



Balance

CHAPTER SEVEN GROCERIES



GROCERIES

COMPANY SHOP GROUP



A free Company Shop Group membership will provide you with access to heavily discounted goods from some of the UK's most popular supermarkets and brands.

The store turn waste into opportunity, putting surplus stock which may have otherwise gone to waste on the shelves at discounted rates and helping stretched budgets go further.

To enjoy deep discounts, just [sign up to Company Shop Group](#). You can also [view a list of their store locations](#). The nearest store at the time of writing is in Washington.

TOO GOOD TO GO



Mobile app Too Good To Go provides you with access to heavily discounted 'mystery bags' from some of the most popular supermarkets and takeaway outlets in the UK.

The app is a fantastic way to treat the family on a budget, with new mystery bags uploaded and available to claim daily. Just download, purchase a bag from your chosen retailer and scan the code you're provided with at the till when picking up your bag.

[Download Too Good To Go](#) to get started today.

CHAPTER EIGHT PERSONAL

The Personal chapter looks to inform you of the internal support available to those who might be in need around a particular problem.

Ultimately, this area aims to help you save money by ensuring that you're aware of support that might be available to you through channels within #TeamGateshead itself - before you might look elsewhere and spend money looking for further support - but also makes mention of relevant free external support also available to you.

PERSONAL

WORKING CARERS



As well as an internal community of working carers through our Carer's Circle, here at Gateshead we also promote Carers Passports and a range of local support organisations who can help you access further help - often including financial support.

To find out more about the working carer support available from us - including when meetings for the Carer's Circle take place, [visit our Working Carer Support webpage](#).

Alternatively, [find your local carer support group](#) to access free specialist advice and support.

DOMESTIC ABUSE



Gateshead Health is home to the [Grab Bag Project](#), providing victims of [domestic abuse](#) with access to basic necessities.

Grab bags include basic essential items which includes clothing, toiletries, a mobile phone, a snack/drink and a travel voucher using the Trust's patient transport service.

To find out more about this offer and further support which may be available to you, please call our Domestic Abuse & Safeguarding Advisor Paul Atkinson confidentially on 0191 445 2036 or via email on paul.atkinson2@nhs.net.



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CHAPTER EIGHT PERSONAL



PERSONAL

DIVERSITY & EQUALITY



Gateshead Health is home to some superb staff networks that exist to promote equality and inclusion, influence change and ensure we abide by good practices.

Amongst [our staff networks](#) are our [BAME Network](#), [LGBT Network](#), [D-Ability Network](#) and our Women's Network.

In addition to regular awareness-raising events and initiatives, each respective network tends to meet monthly. These meetings generally take place in our Listening Space on-site at the QE Hospital, with a Teams dial-in option available.

MENOPAUSE SUPPORT



Amongst the menopause support available for colleagues at Gateshead is our Menopause Warriors support group.

Meeting monthly, the group generally uses the Listening Space at the QE Hospital with the option to dial-in via Teams. The group also regularly welcome special guest speakers including doctors to chat around specific challenges.

Find out more about our support, including how to access a range of specialist advice materials from our partners at Henpicked on [our dedicated menopause webpage](#).

CHAPTER NINE PHYSICAL

Our ninth chapter focuses in on all the ways you can focus on improving your physical health at low or no cost.

Ultimately, this area aims to help you boost your physical wellbeing by providing you with information on everything from discounted gym memberships, free exercise platforms, support to stop smoking and cut down on alcohol, information on our occupational health physiotherapy service and more!

PHYSICAL

DISCOUNT GYM MEMBERSHIPS



As a member of #TeamGateshead, you're eligible to access a wide range of [discounted gym memberships](#). Available amongst the list are some free trials, meaning you can dip your toe in the water before fully committing.

Amongst the gyms offering discounted rates include GO Unlimited Gateshead, 3D Health and Fitness (Cardinal Hume), Anytime Fitness Gateshead, Hot Pod Yoga Gateshead, Better Leisure Centres and Gyms (Newcastle), The Gym Group, City Baths Newcastle and Nuffield Health.

Check out [all the details around discounted gym memberships](#).

FIT 4 THE FIGHT



[Fit4TheFight](#) - also known as #DoingOurBit, is a platform home to over 50 free workouts by personal trainers, that are freely accessible to NHS colleagues.

Created by NHS colleagues, the platform is regularly updated with new workouts and also recently launched a new mental wellbeing hub featuring sessions from leading instructors.

To access the platform, simply [register over on their website](#) and begin to benefit from their free offer!



Balance

CHAPTER NINE PHYSICAL



PHYSICAL

DIGITAL WEIGHT MANAGEMENT PROGRAMME



The [Digital Weight Management Programme](#) is an initiative led by the NHS and provides colleagues that are living with obesity with the support needed to stay healthy and active.

Colleagues who join will enjoy a free 12-week weight management programme, designed to offer personally tailored support to participants who want to work towards a healthier lifestyle.

To be eligible to access the programme, [you must meet certain criteria](#). Find out more on the programme's contents and how to access it over on the [NHS website](#).

FITON APP



FitOn is a free fitness app which allows you to work out any time, anywhere, and which features workouts from celebrity trainers.

The app comes highly-endorsed by Health and Wellbeing Ambassador, Heather Pizl, who tells us that the app "tailors to the individual and is great for getting people moving, especially when it's cold outside!".

To learn more about the FitOn app or give it a download, [check out their website](#).



Balance

CHAPTER NINE PHYSICAL



PHYSICAL PHYSIOTHERAPY



Keeping active is key to managing and preventing musculoskeletal problems. Here at Gateshead we're home to a fantastic [staff physiotherapy service](#), which provides advice, intervention and support.

Sitting within our Occupational Health team, our physiotherapy service provides a range of advice and self-help resources, offers classes targeted at areas of pain and can assist with back, neck, shoulder, elbow, wrist, hip, knee and ankle pains.

Learn more about our physiotherapy service - including how to maintain good musculoskeletal health, access support, resources and make a self-referral over on [our dedicated physiotherapy webpage](#).

WELLBEING & OUTDOOR ACTIVITY GROUP



The NHS North East Wellbeing and Outdoor Activity Group was founded by Gateshead Health colleague Fior Sayer, and regularly hosts activities including hiking, kayaking, canoeing, surfing, swimming challenges, beach get togethers, camping trips and much more.

Many of the activities arranged by the group are free and/or subsidised. To find out their latest plans, simply join their Facebook Group by searching '[NHS North East Wellbeing and Outdoor Activity Group](#)'.



Balance

CHAPTER NINE PHYSICAL



PHYSICAL

STOP SMOKING SUPPORT



It can be difficult to quit smoking which is why there is a [free support package](#) available to you. It is never too late to stop smoking - the benefits begin at any age.

Our support programme provides those who smoke with up to 12 weeks of free Nicotine Replacement Therapy products (NRT) or a refillable e-cigarette package completely free.

Also available is 12-weeks of 1-to-1 support with a dedicated stop smoking advisor. If you struggle with a busy schedule, free premium access to the Smokefree App can also be provided.

[Find out more about this offer and how to access it over on our website!](#)

ALCOHOL SUPPORT



All #TeamGateshead colleagues can access [free support from DrinkCoach](#), helping you better understand, manage and measure your intake. Support includes personalised plans, local support groups and free confidential 1:1 support sessions with specialists.

To access this support, simply [take the two-minute test](#) to identify your risk level. You'll then be signposted to relevant support - which will include the availability of an appointment with a DrinkCoach should you wish to arrange one.

For more info about this offer, [visit our Alcohol Support page](#).

CHAPTER TEN FUTURE PLANNING

Our tenth chapter focuses in on all the ways you can plan for the future for less - helping safeguard you, your family and friends.

Ultimately, this area aims to provide you with low or no-cost access to services which will help you to better plan your future, whether that might include your retirement, passing or otherwise.

FUTURE PLANNING

FREE WILL-WRITING SERVICE



Accord Wills continues to offer colleagues and volunteers access to a free will writing service.

The service has been leant on by hundreds of thousands of NHS colleagues, and has also won accreditation at the UK Business Heroes awards.

A free will is a benefit that can provide peace of mind for you, your spouse/partner and your family. The structure of the offer means that it is hands-off in terms of administration from your side, and Accord offers flexible appointments to ensure their free service is available at your convenience. To find out more about the service and how to get your free will, [visit our website](#).

NHS PENSIONS



NHS Business Services Authority are responsible for NHS Pensions, and provide a range of support events for those looking to better understand their NHS Pension and the NHS Pension Scheme.

Amongst their regular events throughout a year include webinars on better understanding your retirement options, the pension scheme itself and its benefits and more.

To check out a list of upcoming events, [visit the NHS BSA Pensions website area](#).



Balance

CHAPTER TEN FUTURE PLANNING



FUTURE PLANNING

SCAM AWARENESS



Staying scam aware is a vital way to avoiding nasty surprises and ensuring you protect your finances and your future.

Citizens Advice host [fantastic resources](#) on how to best stay scam aware, and have even delivered [a tailored staff bulletin](#) on the topic for #TeamGateshead colleagues previously.

Here at Gateshead, we're also home to a fantastic Information Governance (IG) Team who help staff to keep on top of trends and can be regularly be found posting in our [Staff Facebook Group](#) around current common scams.

Nobody wants to be caught out - [keep on top of the latest scams](#).

GAMBLING SUPPORT



A roll of a dice can change a life and when it comes to gambling, you can be gambling with both your finances and your future.

Unhealthy and addictive gambling habits can cause serious problems, destroying lives and relationships. [Gamcare](#) is home to a range of support services including a helpline, live chat service, forum, group chats, 1:1 support and more.

Also available is information on blocking software, self-exclusions and more. Take control of your habits today and protect your future.

CHAPTER ELEVEN TRAVEL

Chapter eleven focuses in on all the ways you can save money when travelling.

Ultimately, this area aims to help you in saving money by making you more aware of the offers available to you in relation to public transport as well as the services that are provided by QE Facilities.

TRAVEL

NETWORK ONE TICKETS



Network One Tickets bring together all of the public transport types in Tyne & Wear, meaning you need only one ticket to travel and can make use of buses, metro services, ferries and more!

Grabbing a Network One Ticket can help you save money when travelling if you make use of transport options provided by Go North East, Arriva, Stagecoach buses, Metro, Shields Ferry and more.

Various ticketing options are available, so you can still save if you only travel by bus or metro, or a mix. To find the right ticket for you, [visit the ticketing page on the Network One website](#). Or, to learn more in general, [visit their homepage](#).

BUS FARE CAP



Until at least 31st March 2023, bus fares have been capped to just £2 on most routes throughout the entire region.

Amongst the transport providers getting involved in the offer include Go North East, Stagecoach, Arriva and Travelsure.

Using public transport is often an environmentally-friendly option, is convenient and is now cheap. Whether using it for a trip to and from work or further afield, why not make use of the cap while it's around? [View the full list of eligible routes and services](#) on [via gov.uk](#).



Balance

CHAPTER ELEVEN TRAVEL



TRAVEL

PARKING



All staff car parking permits come at a cost which varies on your car emissions and banding of pay. Did you know that we also offer Park and Ride and Park and Stride facilities, helping you save money and get more active?

Our Park and Ride car park is located on Old Durham Road, opposite Cardinal Hume School (NE9 6RZ). Open between 6:45am - 7:00pm, the car park has regular QEF buses on hand to ferry staff to the QE Hospital between 7:00am to 6:45pm. Passes cost £9.00 per week.

Our Park and Stride car park is located at the Old Lyndhurst School, Easedale Gardens, Low Fell (NE9 6TA), and is completely free to use. To start saving on parking, [apply for a permit now](#).

QEF TRANSPORT



For colleagues travelling between the QE Hospital and Bensham Hospital, a free hopper bus is available.

The service starts from the QE at 08:30am daily, before returning from Bensham at 09:00am. The next service departs the QE at 09:30am, returning at 10:00am and mostly continuing on the same 30 minute loop for the day.

Two of the day's journeys are on a 'drop-off only' basis, with no return leg. For further info and all times, please see the [full timetable](#) via StaffZone.



Balance

CHAPTER ELEVEN TRAVEL



TRAVEL

CYCLE TO WORK SCHEME



Gateshead Health is part of two cycle to work scheme initiatives, helping provide you with more choice when it comes to making the decision to begin to cycle to work.

[Cyclescheme](#) help you to spread the cost of a bicycle purchase via monthly salary deductions, and can help you save between 26-40% on the cost of new bike and kit.

If you're looking for a bike over £1,000 then the [Green Commute Initiative](#) is the cycle to work scheme for you – especially for those looking at electric bikes which tend to cost a lot more.

For more, visit our [cycling webpage](#) where you can find more info on both schemes!

SAVE ON FUEL



[PetrolPrices](#) is an app which populates prices at fuel stations across the UK to allow you to easily compare local stations and find the best value.

The easy-to-use app uses your current location to display local stations and their current prices. All you need to do is make a decision on where the best value can be found for you and visit the garage.

The app is available for both Android and iOS devices - just download from [Google Play](#) for Android and the [App Store](#) for iOS.

CHAPTER TWELVE SOCIAL

Chapter twelve details some of the ways that you can begin to boost your social wellbeing without having to go to great expense.

Ultimately this area serves to try help provide social opportunities for you at low or even no cost, whether through internal opportunities to join groups here at Gateshead or through exclusive access to special offers for #TeamGateshead staff.

SOCIAL

TICKETING MAILING LIST



During 2022 we made contact with the Utilita Arena in Newcastle and were able to agree a new partnership with the venue.

Since, the arena has added Gateshead Health to a mailing list. Now, when a performer agrees to distribute free tickets to good causes, we are notified of tickets that are available.

Off the back of this, we have created an internal mailing list of our own which we use to notify colleagues of any new events. Ticketing is on a first come first served basis, so you need to move quick when you spot our emails! To join, just request you're added to the Utilita Arena mailing list on ghnt.hwb@nhs.net.

CONCERTS FOR CARERS



Concerts for Carers work with O2 to provide free tickets for NHS workers to concerts, comedy and sport events.

To sign-up, you'll need an NHS email address as well as a Gateshead Health ID card which you'll need to photograph when registering.

Once registered, you'll be able to look at a list of events from throughout the UK at some of the nation's biggest venues.

Applications are made on a ballot basis and you'll need to pay a small admin fee if your application is successful.



Balance

CHAPTER TWELVE SOCIAL



SOCIAL

BLUE LIGHT TICKETS



[Blue Light Tickets](#) is a subsidiary of discount partner site Blue Light Card. Unlike the name may suggest – an actual Blue Light Card is not needed to access Blue Light Tickets – meaning you can sign up and potentially access events completely free of charge.

Blue Light Tickets arrange for event access nationally, and are well worth keeping an eye out for locally too. Previously listed local tickets have included gigs, festivals, horse racing, rugby, football and more!

To view the list of available events, you'll first need to [sign up](#).

TICKETS FOR GOOD



[Tickets For Good](#) provide NHS colleagues with access to free event tickets nationally, meaning you can access both local and nationwide events at the cost of just a booking fee (usually £3.50).

[Sign-up](#) is completely free of charge and you'll be able to join the thousands of NHS colleagues who are using the platform to enjoy a day or night out for a fraction of the price immediately!

All who join will be added to the Tickets For Good mailing list, alerting you when new events are added.



Balance

CHAPTER TWELVE SOCIAL



SOCIAL

QE SEWING GROUP



The Gateshead Health Sewing Club meet weekly with sessions taking place in Rooms 9 & 10 of Trust Headquarters/Education Centre every Thursday evening between 5:00pm and 8:00pm, the group is led by colleague Maria Alberts.

You can learn more about the club by getting in touch with Maria directly – just [drop her an email](#).

BOOK CLUB...?



We are currently exploring the viability of launching a regular book club for staff, to be held on-site weekly in the Listening Space at the QE Hospital. If you'd be interested in getting involved, learning more or potentially leading the book club, please drop an email to ghnt.hwb@nhs.net!

GH SINGING GROUP



The Gateshead Health Singing Group meets weekly on-site every Thursday between 5:30pm – 7:00pm in Trust HQ/The Education Centre, with all sessions taking place in the Lecture Theatre.

To learn more about the group, please get in touch with the health and wellbeing team on ghnt.hwb@nhs.net.



Balance

CHAPTER TWELVE SOCIAL



SOCIAL

NENC ICS EVENTS



As a member of #TeamGateshead, you also have access to the offer from the North East and North Cumbria Integrated Care System's Staff Wellbeing Hub. Amongst is a range of regularly changing support programmes and events.

For more on the wellbeing offers, which often include CBT, specialist group support programmes and even access to activities like yoga, check out the [Staff Wellbeing Hub Website](#).

Also available through the Hub are a number of social activities including arts programmes, physical activities and more. To view the latest list, [click here](#) - and be sure to check back regularly for more as the offer develops!

GATESHEAD OPA



For those aged 50 and above, Gateshead Older Persons Assembly regularly provide a range of fantastic free and low-cost activities.

Located out of their base at Deckham, Gateshead OPA provide a range of face-to-face and virtual sessions across areas including exercise, dance, music, cinema and more.

For an idea of what the OPA have planned at the moment, head over to their [What's On](#) webpage or [drop them a follow on Twitter](#).

CHAPTER THIRTEEN DEVELOPMENT

Our thirteenth chapter explores ways that you can stay sharp, learn more and develop yourself.

Ultimately this area serves to try help you continue to strive for better by outlining the opportunities available to you in relation to development - whether that may be in training, learning, sharing or otherwise!

DEVELOPMENT

LEADING WELL



Leading Well aims to support our aspiration to be a values-led organisation where compassionate, kind and inclusive leadership helps to create a psychologically safe for colleagues - and ultimately results in positive experiences for our patients and service users.

The programme is aimed towards those in leadership roles who are Band 7 and above, and is a three-day course which takes over the course of multiple weeks to aid participation. Further activities also occur following the course to aid participants. To learn more about the course and application process, please email the OD team on ghnt.gatesheadod@nhs.net.

MANAGING WELL



Managing Well is a a three-day programme which has been designed specifically to support Gateshead Health managers and is a fantastic opportunity for both new and experienced managers.

To apply for the course you will need to be nominated by your manager, who can put forward your nomination to the Business Unit POD Lead.

For further information, including course dates please contact Learning & Development on ghnt.learning.development@nhs.net, view the [Trust Prospectus](#) or visit the [OD Intranet Area](#).



Balance

CHAPTER THIRTEEN DEVELOPMENT



DEVELOPMENT

TRUST PROSPECTUS



Our [Trust Prospectus](#) is home to all of the learning and development opportunities offered internally within the Trust.

Recently all colleagues have been asked to complete a [Learning Needs Analysis](#) with their manager, helping the Trust to develop more targeted development offer based on your needs.

Check out the Trust Prospectus to see all of the courses available to aid your personal development. You can also find compassionate leadership development opportunities over on the Organisational Development team's [events calendar StaffZone page](#).

MHFA TRAINING



[Mental Health First Aiders](#)

(MHFAs) support staff with their mental health. Trained and accredited by Mental Health First Aid England, MHFAs are intended to be a first port of call for staff in need of mental health support.

A number of training courses have been arranged for 2023, including refresher training for those who completed a course more than three years ago.

To register your interest in becoming an MHFA, please [complete our dedicated expression of interest form](#).



Balance

CHAPTER THIRTEEN DEVELOPMENT



DEVELOPMENT

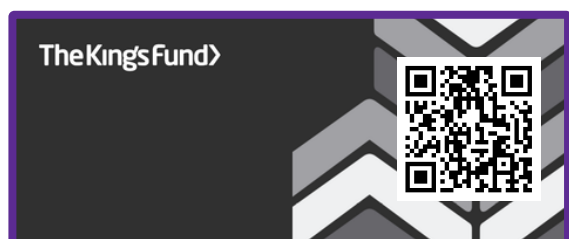
SCHWARTZ ROUNDS



Schwartz Rounds are a CPD-accredited reflective forum which occurs monthly, providing colleagues the opportunity to gather, reflect, share and discuss emotional aspects of working in healthcare.

To check for upcoming rounds or request an invite, [view our dedicated Schwartz Rounds page](#).

THE KINGS FUND



The Kings Fund offer a number of free leadership development programmes around clinical leadership, personal and team leadership, system leadership and organisational development. To find out more about the opportunities, [visit their courses page](#).

APPRENTICESHIPS



Apprenticeships are for all! A wide range of apprenticeship programmes are commissioned by the Trust, with new healthcare-related apprenticeships receiving approval every month.

If you would like further details or any support on apprenticeships, please contact Learning and Development on ghnt.learning.development@nhs.net.

EMPLOYEE BENEFITS

CHAPTER FOURTEEN

Chapter fourteen focuses in on all the ways you can save money through the employee benefits we offer colleagues at Gateshead.

Ultimately, this area aims to help you in saving money by making you more aware of the partnerships we maintain, the salary sacrifices we offer and even more of the discounts that are available to you as a member of #TeamGateshead.

BENEFITS

CHILDCARE SUPPORT



The [tax-free childcare scheme](#), administered by the government, could provide up to £500 every 3 months to help support you with the costs of childcare.

Previously, salary sacrifice scheme Kiddivouchers was in place but has since discontinued. However, those who were already a member of the scheme or who have had a break of less than 12 months can still access this support by [making contact with Kiddivouchers directly](#).

Colleagues are also reminded of our workplace nursery [Kids 1st](#), based on-site at the QE Hospital and open to children from 12 weeks up to school age, and info on support via [MoneyHelper](#).

SALARY SACRIFICES



#TeamGateshead colleagues can benefit from access to a car leasing scheme through NTW Cars and two Cycle to Work Schemes.

To find out more about car leasing, simply [request a quote](#) from NTW via their website.

Those interested in [cycling](#) can save between 26-40% on the cost of new bike and kit with [Cyclescheme](#), or use the [Green Commute Initiative](#) if looking to make a purchase valued at over £1000.

Please note certain eligibility criteria applies for salary sacrifice schemes.



Balance

CHAPTER FOURTEEN BENEFITS



BENEFITS

LOCAL DISCOUNTS



As part of efforts to extend benefits to staff, we recently began work on a new [local discounts area](#) which focuses on providing you with exclusive offers and rates at some of the area's most popular venues.

After some initial work to get things up and running, you can now visit our [discounts and partners page](#) to view all of our partners across [local activities and entertainment](#), [food and drink](#) and of course [gym memberships](#).

As we continue to make contact with local providers, the section will continue to expand, with holidays and travel, fuel and energy, contracts and more all on our radar next.

WHITE GOODS



Throughout the year, time-limited windows are opened during which **#TeamGateshead** colleagues can access and purchase white goods via salary sacrifice.

When purchase windows are confirmed, the Trust will communicate through channels such as Gateshead Health Weekly, Balance social media channels and the Private Staff Facebook Group.

The service helps colleagues make savings on purchases through tax savings, and further information is published as and when windows open.

CHAPTER FIFTEEN PARTNERS

Our fifteenth chapter focuses in on all of the support that is available to you in order to better control, understand and improve your finances.

Ultimately, this area aims to help you in getting to grips with your finances, whether you're struggling with them or looking to stay on top of them. Below are partners and external organisations who might be able to help you.

PARTNERS

SALARY FINANCE



Salary Finance are a chosen partner of Gateshead Health and can assist colleagues in getting their finances in order through their [dedicated financial wellbeing hub](#) for **#TeamGateshead** staff.

Amongst the services offered by Salary Finance include free credit checks and budgeting tools, as well as low-cost loans at a set cost and salary advances - subject to certain conditions. Salary Finance may be a healthier and friendlier option than others in the same field.

Please note Salary Finance is not available to QE Facilities colleagues at this moment in time.

NEFIRST CREDIT UNION



We are also partnered with [nefirst Credit Union](#), who help staff to access straightforward and secure savings accounts – including the unique ability to have savings directly taken from your salary.

Low-cost loans are also available from nefirst, and free life insurance is included as standard on all nefirst Credit Union services.

For more on the Credit Union's service, just [visit their website](#) and download their app on Android or iOS to get started.



Balance

CHAPTER FIFTEEN PARTNERS



PARTNERS

STAFF WELLBEING HUB

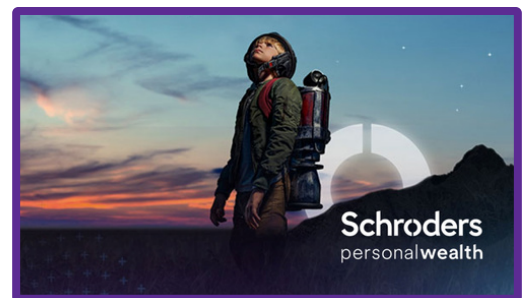


We'd be remiss not to again promote the work of [the regional ICS' Staff Wellbeing Hub](#), which promotes courses, opportunities and events free for colleagues throughout the North East and North Cumbria.

For more on their specialist support programmes and individual support opportunities, [visit the Staff Wellbeing Hub Website](#). For more further events - which often tend to be more socially or physically-focused, don't forget to [view their bookwhen calendar](#) for upcoming planned events.

Also offered through the Wellbeing Hub are a [free wellbeing diary service](#), [toolkit](#) and [more](#)!

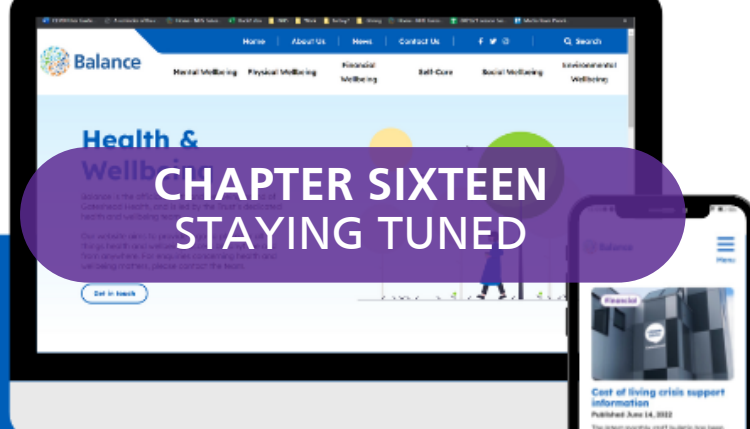
LLOYDS & SCHRODERS



The Trust recently partnered with Lloyds Banking Group and Schroders Personal Wealth to provide colleagues with access to free financial health checks.

Health checks allow specialist financial advisors to assess your finances and see if they can add value or advice, or provide signposting to other services.

Also available through the service is access to an inflation hub, helping you understand the impact of inflation on your savings - as well as access to monthly webinars on a number of topics!



Our final chapter aims to let you know how you can keep up to date with all of the latest additions to our financial wellbeing support.

Ultimately, this area aims to highlight the channels that you'd be wise to keep track of if you're looking for more ways to save, improve your financial wellbeing or bolster your financial education.

STAYING TUNED

BALANCEGATESHEAD.COM



Our official health and wellbeing website, balancegateshead.com, will always be the go-to place for all things health and wellbeing - inclusive of all new and developing financial wellbeing support.

Over on our website you'll find tons more information around much of the offers and resources found within this guide - as well as much more as we continue to promote and develop support across [self-care](#) as well as [financial](#), [physical](#), [mental](#), [environmental](#) and [social](#) wellbeing.

Our [latest news area](#) will promote all new additions and opportunities - check back often!

balancegateshead.com
#GHMoneyMatters

REWARD STATEMENTS



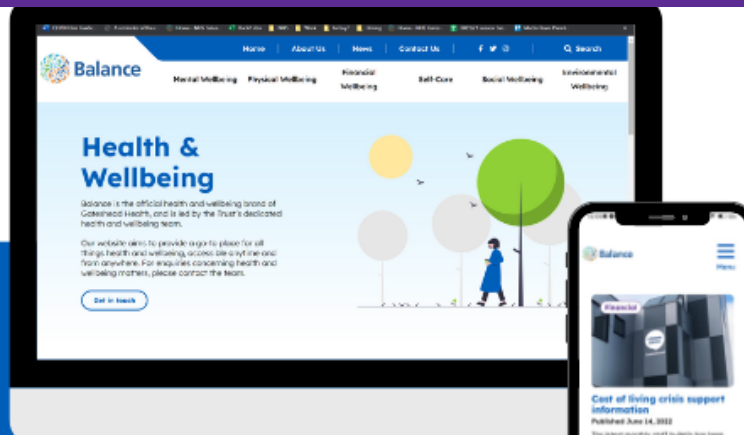
Total Reward Statements (TRS) are issued annually and aim to collate and provide you with a better understanding of the benefits you receive at Gateshead – as well as any other benefits you may have access to as an NHS colleague.

Your TRS provides personalised information about the total value of your employment package, including details about your remuneration as well as benefits provided locally here at Gateshead. Those who are instated within the NHS Pension Scheme may also view an annual pension benefit statement within their TRS, which can be view anytime via [ESR](#).



Balance

CHAPTER SIXTEEN STAY TUNED



STAY TUNED ROADSHOWS

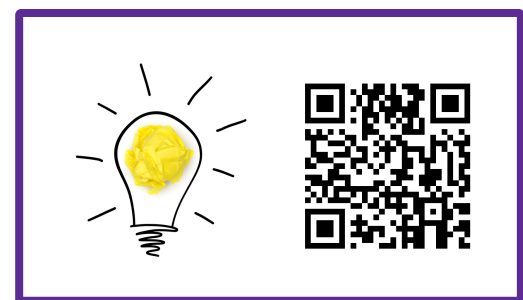


Each month the health and wellbeing team holds a number of [roadshows and visits](#) to various teams throughout the Trust, helping showcase some of the support available to our colleagues within #TeamGateshead and provide opportunities for discussion.

Teams can request a roadshow stall or visit through our dedicated [visit request form](#), with the health and wellbeing team doing their best to squeeze all requests in wherever possible.

Recently, the team also put the wheels in motion to pair certain roadshows with our free salon treatment offer - providing pampering to teams where logistics allow! To

SHARE FEEDBACK



Your health and wellbeing team is always open to feedback and ideas!

Our dedicated [virtual health and wellbeing suggestion box](#) is designed to provide colleagues with a direct (and anonymous, where preferred) method of making a suggestion to the team.

To play your part in developing our financial wellbeing offer - or any other wellbeing offer, just complete our form with your ideas or requests for further support and we'll see what we can do!



Balance

**For more self-care, physical, mental, financial,
environmental and social wellbeing support,
just visit our dedicated health and wellbeing
website on...**

www.balancegateshead.com



**balancegateshead.com
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