

Balance | August 2023



Generational Needs Analysis: Help us tailor and improve our services

The Occupational Health and Wellbeing Team is currently conducting a [Generational Needs Analysis](#), aimed at helping us to better understand the needs of different staff within and throughout #TeamGateshead so that we can tailor and improve our support.

As part of this work, we're asking colleagues to [complete a short survey](#).

Members of the Occupational Health and Wellbeing Team will also be holding a number of stalls throughout September to collect further feedback, taking place on:

- Thursday 7th September between 12:00pm – 2:00pm in The Hub (QE Hospital)
- Tuesday 12th September at the Allied Health Professional Conference (Marriot Hotel, MetroCentre)
- Thursday 14th September between 12:00pm – 2:00pm outside Costa Coffee (QE Hospital)
- Tuesday 19th September between 12:00pm – 1:30pm outside The Park Deli (Bensham Hospital)

We'd love to meet you for a quick chat - and all survey responses are massively appreciated. Please take 3 minutes out of your day to help us improve our services and the support available to you!

You can always find out more about the Occupational Health and Wellbeing team and its services over on our [About Us webpage on \[balancegateshead.com\]\(https://balancegateshead.com\)](#), or via our [new StaffZone area](#).

[Complete the 3-minute Generational Needs Analysis survey](#)



Generational Needs Analysis

Please scan the QR Code to help us understand what Occupational Health & Wellbeing resources you have accessed and where we can improve & identify areas of improvement



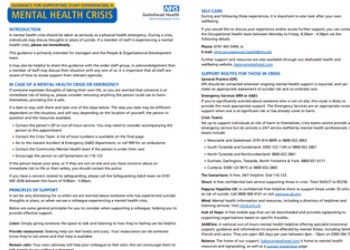
Thank you
Occupational Health &
Wellbeing Team





New guidance launched for managers

New **guidance** for managers, aimed at helping them to effectively support colleagues in crisis, has now been launched and is available to download readily via the **Manager Support** page on balancegateshead.com.



Also available to download at any time under the '**Urgent Support**' section of the **Occupational Health and Wellbeing** page on **StaffZone**, the guidance outlines the steps a manager should take to support colleagues in crisis and should be used in the first instance – making proactive awareness of its contents all the more important.

We ask that all managers familiarise themselves with the **document** so as to ensure that support in any such situation is both appropriate and timely. Those with any further enquiries about the contents of the guide are asked to get in touch via e-mail on ghnt.hwb@nhs.net.

[Download a copy of the new guidance document](#)

Can you help us?

The Occupational Health and Wellbeing Team is currently in discussion with Newcastle University and are exploring bringing their Pharmacy students on-site regularly to offer health checks to colleagues.

To make this possible and open the offer to as many colleagues as possible, we are in need of 2-3 medical privacy screens once per month.

If you think you might be able to help, please can you get in touch with us on ghnt.hwb@nhs.net?

[Contact the team](#)

HealthRoster: Menopause Absence

Line managers are informed that as part of ongoing work to ensure that we can best support colleagues experiencing symptoms of **menopause** and to better understand its impact, menopause symptoms have now been added as a secondary reason for absence within HealthRoster.

The addition means that managers can now record any sickness absence due to menopause under the secondary sickness reason: 'Menopause Symptoms', with options available including

- Back problems
- Genito/Gy - Genitourinary & gynaecological disorders
- Head-Migra - Headache/Migraine
- M-Skeletal - Other musculoskeletal problems
- Skin Dis - Skin disorders
- Stress - Anxiety/stress/depression/other psychiatric
- Sub-Ab - Substance abuse

Please use these reasons as appropriate, and read the guidance on our [menopause page](#) to consider how you can support staff.

[Download our Menopause Guidance for Managers & Staff](#)

New: BodyHacks Fitness

Our latest partnership with a local gym sees **BodyHacks Fitness** offer all #TeamGateshead colleagues **£10 off monthly memberships**.

Based in Heaton, BodyHacks are offering access to their gym, a consultation with founder Joe, a tailored training plan, access to their online platform, advice on diet plans, calorie counting, sleeping and more for just £20.99 per month. All who sign up can also enjoy a free personal training session with Joe too.

Loads more local gym discounts can be found on our [website](#), via the button below!

[Find gym discounts near you](#)

We love hearing your feedback! Help us improve by completing our [HWB Activity Feedback form!](#)



Events



World Suicide Prevention Day - 10th September

[World Suicide Prevention Day](#) takes place on Sunday 10th September this year, serving as an important reminder of the significance of mental health - and the collective effort required to prevent suicide.



In the UK, 11 of every 100,000 deaths are by suicide. Concerningly, the North East is the region with the highest suicide rate, while 16 of every 100,000 male deaths are by suicide and figures amongst women are on the rise.

To help you play a part in preventing suicide, we've put together [an item over on our website](#) which includes signposting, training opportunities for all and support resources for managers.

Amongst the resources promoted is [free suicide awareness training from Zero Suicide Alliance](#), a 20-minute course that helps build confidence and skills around conversations that could potentially save a life. To find out more, please visit the item below.

[More on World Suicide Prevention Day](#)

Menopause Warriors meeting

Our next Menopause Warriors support group meeting takes place Wednesday 23rd August. Anyone who is experiencing symptoms or who are looking to support those who do are welcome to attend.

Taking place in the [Listening Space](#) between 3:00pm – 4:00pm, dial-in is also available for those who cannot make it on-site or who are located elsewhere.

To learn more about the meetings, what you can expect and how to get involved with the Menopause Warriors, please read the [news item](#) over on our website - or visit our [menopause support webpage](#).

[More on the Warriors Meeting](#)

Become a HWB Ambassador

We're revamping our approach to better support our health and wellbeing ambassadors. As part of this, we've launched a new ambassador web area and application form.

READ MORE



tinyurl.com/about-hwb-amb



tinyurl.com/gh-hwba-signup

Make Every Contact Count

A free Making Every Contact Count (MECC) Train the Trainer course is being held online on Tuesday 29th August via Teams, helping you to train your colleagues in [Making Every Contact Count](#).

The 3.5 hour course takes you through core training, helping you feel comfortable and confident in delivering training to your fellow colleagues.

To book your spot on the course, simply complete the [registration form](#) via the MECC website.

[Register for the training](#)

Carer's Circle Meeting

The next Carer's Circle meeting takes place on Thursday 24th August between 2:30pm – 3:30pm in the [Listening Space](#).

If you're interested in joining the Carer's Circle meeting, no booking is required. Simply turn up and meet the group – or if you'd like to learn more, just drop us a line on ghnt.hwb@nhs.net.

You can also find more support and resources via our [working carer support page](#), as well as listings of [local support groups](#) through our website too.

[Check out our working carer support](#)

For more Balance news, drop us a follow on Twitter, [@HWBGateshead](#). You can also visit our website on balancegateshead.com.



Support



Access discounts through our local partners

Colleagues are reminded that they can access a range of discounted services locally across the likes of activities, entertainment, restaurants, bars and gym memberships.

To learn more about our partnerships and the discounts available through popular local favourites like The Life Centre and Branches Restaurant to national chains like McDonalds and Nuffield Health, just visit our [Discounts and Partners page](#) or click a button below.

Remember, you'll always find more savings & financial wins in our [guide to financial wellbeing](#), too!



[Download the Gateshead Health Guide to Financial Wellbeing](#)

Free energy advice sessions



Our partners at [Citizens Advice Gateshead](#) are holding a number of energy advice sessions throughout the local area over the next month.

To find out where you can find an advisor, just [check the listings here](#). Or, if you'd sooner organise a more private conversation, click below to find out when you can drop-in to [meet Andrea on-site](#), or find our dedicated contact details to guarantee a response within one working day.

[Citizens Advice Gateshead details](#)



The latest monthly bulletin from [Citizens Advice Gateshead](#) provides colleagues with advice on [private and social renting](#).

Remember, you can always gain priority access to Citizen's Advice Gateshead advisors via [email](#) or phone on 0191 490 4231.

Find out more about their support offer, on-site drop-ins and more below!

[Visit our CAG web area](#)

Salary Finance

[Salary Finance](#) help Gateshead Health colleagues access financial support through their Advance, Borrow, Save and Help to Save services.

Through Salary Finance, colleagues can find more affordable loans, repaid through salary; access a percentage of your earned pay before payday; save directly from your salary; and earn rewards for saving if you're receiving certain benefits.

Their [financial education hub](#) provides resources - while you can also visit our [dedicated microsite](#).

[More on Salary Finance Services](#)

Events & Groups

Did you know Gateshead Health is home to a sewing club, knitting club, choir, book club, walking group, an outdoor activity group and more?

Most of our social groups tend to meet weekly and you can always find out more about each - or who to contact about a certain group, via our [Events & Groups webpage](#).

The majority of our groups are always on the lookout for new members so don't be shy - take a look and see if any take your fancy and get in touch today!

[Learn more about our social groups](#)

