

Autumn Wellbeing Toolkit



Introducing Your Autumn Wellbeing Toolkit

This toolkit has been designed to support you during the autumn months, providing you with a range of physical, psychological and financial resources brought together by the Health & Wellbeing team

It is easy to navigate using the emoji's found on the next page, and includes QR codes for quick access to websites and apps. To use the QR code just hover over it with your camera on your phone and it will take you straight to the site. Each area of support is accompanied by it's own emoji allowing you to quickly identify an area of support and access accompanying services.

If there you would like further support then please contact the Health & Wellbeing Team at krft.staffwellbeingappointments@nhs.net.



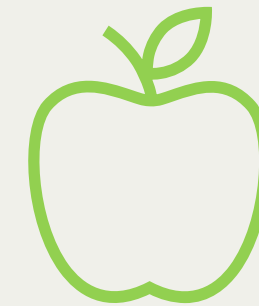
A Guide to Help You Use Your Toolkit



Self-Care Support



Physical Support



Nutrition Support



Telephone Support



Financial Support



App & Web Support



Psychological Support



Self-Help Activities



Introducing Your Health and Wellbeing Team



Charlotte Andrews
Associate Director
Learning and Wellbeing



Steven O'Grady-Walsh
Staff Experience Project
Manager

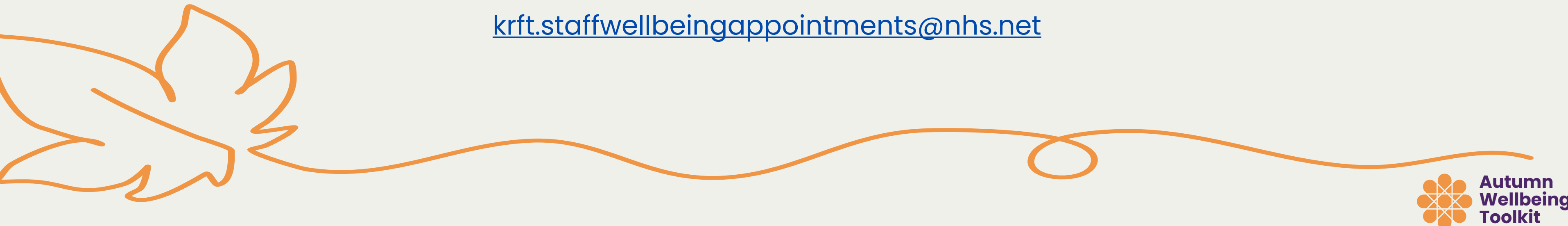


Lauren Espinal
Staff H&WB
Physiotherapist



Victoria Howell
Specialist
Menopause Nurse

krft.staffwellbeingappointments@nhs.net





Simple tips to ease into Autumn

- Take advantage of natural daylight when you can. It helps regulate your sleep and boosts mood, especially as the clocks go back.
- Crisp walks among the falling leaves or light outdoor exercise can help you feel energised and grounded.
- Autumn offers hearty produce like pumpkins, squash, apples and root veg. Great for comforting and nutritious meals.
- Keep a short daily list of things you're thankful for. This boosts resilience and positivity, especially as the nights grow longer.
- Sign up for one of our free wellbeing activities or workshops. Keep your mind and body engaged as we head into winter.
- Use apps like Ahead, Calm or Headspace, or take five-minute mindful pauses during the day to check in with yourself.

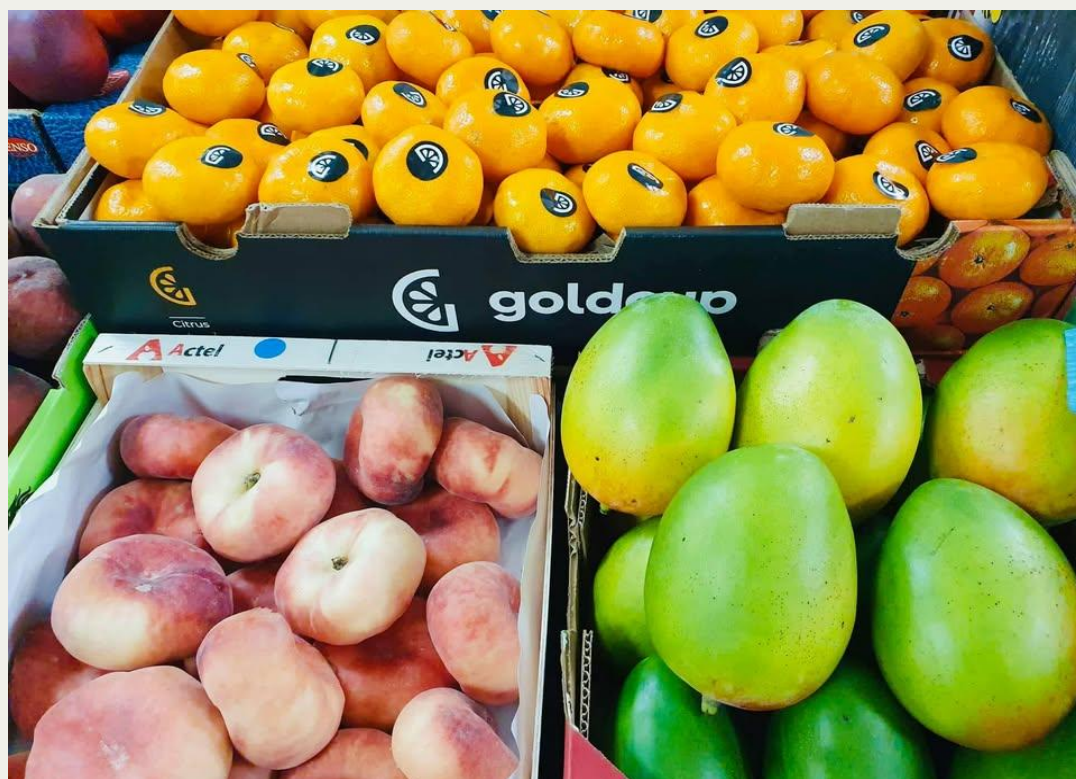


Five A Day Greengrocers

Five a day – fruit and veg stall

As part of our ongoing commitment to promoting the importance of healthy eating, Five A-Day Greengrocers an award-winning family run business will be providing quality, value and fresh fruit and vegetables to staff, patients and visitors.

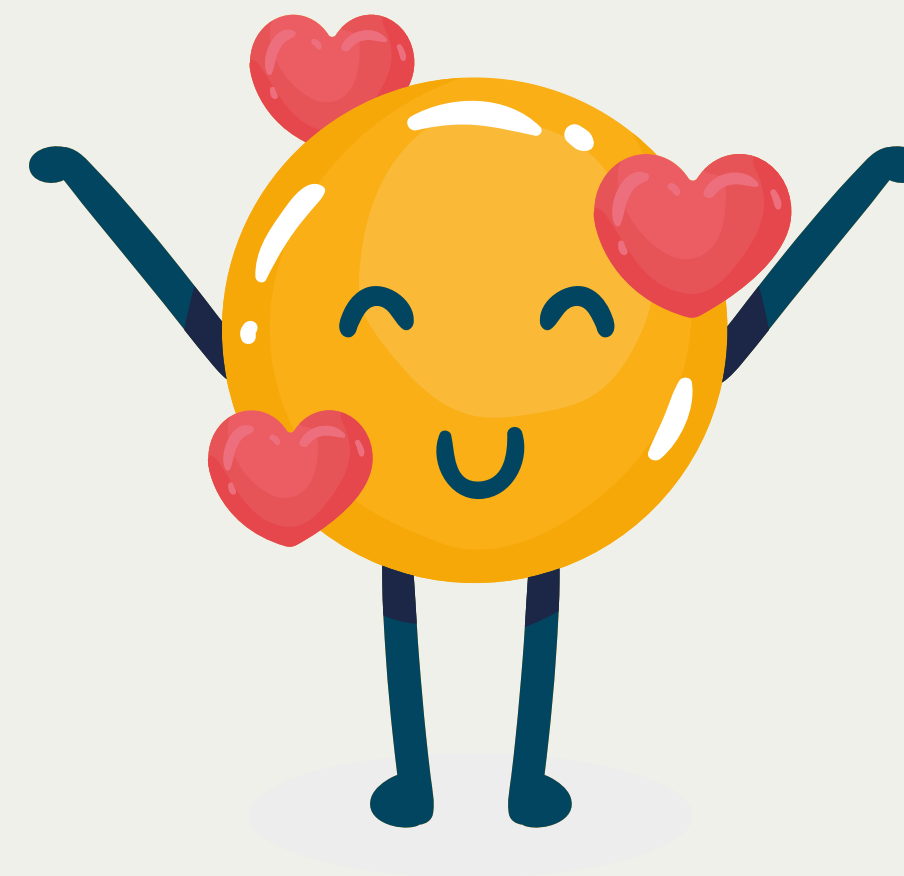
- Every Friday 7.30am–3pm, Main entrance, Kingston Hospital
- Cash and card payments accepted





Simple tips to ease into Autumn

- Take a moment each morning to say hello or smile. It sets a welcoming tone for everyone.
- Give a compliment a day. Lift someone's spirits with a thoughtful word. It might be the encouragement they needed.
- When you ask, "How are you?", be present in the moment. Listening is one of the kindest things we can do.
- Making a hot drink? Offer one to a colleague; it's a simple act that shows you care.
- Try smiling at a colleague every day this week and notice how it makes you both feel.





The Art of Bouncing Back

Resilience helps to:

- protect you from stress
- ensure you deliver high quality care and support

The way we behave is shaped by a range of factors including personality and past experience, as well as current circumstances and the people around us. All of these things therefore influence a person's ability to have a good day at work.

Part of coping with pressure is recognising when it starts to become a problem.

That means being:

- aware of how you are feeling
- alert to the signs and symptoms of too much pressure.

Pressure can be in-the-moment or long-term. Too much of either kind is harmful physically and psychologically.

Relaxation Techniques

- Breathe in for a count of 7
- Breathe out for a count of 11



Managing Thoughts & Emotions

- Step out of the stressful situation
- Talk to a colleague
- Notice what you are really feeling
- Break the cycle
- Stop worrying and think positively

Becoming More Self Aware

- Reflect about the situation and what you did
- Reflect on what happened
- Reflect and decide what you would do differently next time



Accessing Support at Work

How can we help you?

- Confidential 1:1 Time to Talk sessions to reflect on anything you feel is affecting your wellbeing; stress, anxiety, work-related issues, relationship difficulties, financial concerns, work & life balance.
- Guidance and provision of resources for personal development and signposting to specialist support.
- Advice and help around your working environment.
- 1:1 assessment and advice clinic for musculoskeletal (MSK)
- Free exercises classes including Boxing, Pilates and Zumba.
- Referral to the Staff Counselling Service for six free sessions with The Dialogue Consultancy.
- Just email krft.staffwellbeingappointments@nhs.net for more information





Accessing Support at Work

Kingston and Richmond staff have free access to The Dialogue Consultancy's Staff counselling service, offering confidential, professional help for personal or work-related concerns.

With over 15 years' experience working with the NHS, their skilled therapists provide a safe, non-judgmental space to talk through stress, anxiety, trauma, relationships, and more. You can self refer to start your sessions; this valuable support is available at no cost, when you need it most.

Email krft.staffwellbeingappointments@nhs.net





Introducing Your Pastoral Wellbeing Team



Diana Steadman
Unplanned Care



Stephen Summers
Corporate



David Morris
Planned Care



Chris Huckle
HCA & AHPSW

krft.pastoralwellbeing@nhs.net





How Can Pastoral Wellbeing Help You?



How can we help you?

The Staff Pastoral Wellbeing Practitioners are available to all Trust staff. If you are looking for a compassionate, confidential space to talk, they offer one-to-one pastoral support [appointments](#) in person, by phone or MS Teams.

Whether this is to reflect on experiences at work or home, explore life decisions, or simply to let off some steam, you are welcomed to contact them directly. The team are trained to hold space for people experiencing distress, but you don't need to wait for a crisis to access this support.

The team also offer sessions for individuals and groups, including reflective practice, mindfulness, pastoral (or people-centred) management skills, and safe spaces to explore events that have impacted a team. They also offer facilitated conversations when individual members of staff are seeking to address interpersonal conflict.





Introducing Your Occupational Health Team



Brenda Prag
Senior Occupational
Health Nurse Advisor



Ivonne Simion-Krausz
Practice Nurse



Tanya Kaminetskaia
Occupational Health
Administrative Manager



Dr Basil Assoufi
Occupational
Health Consultant

krft.occupationalhealth2@nhs.net





Accessing Support at Work

How can we help you?

We can provide a confidential place to discuss any work-related health concerns. The purpose is to concentrate on the effects that your work may be having on your health, or more commonly the effects that a particular health problem is having on your ability to work.

You may want to discuss aspects such as :

- Details of your specific job and what you are exposed to when doing it
- A current health problem and how it is affecting you at work
- Individual tasks/duties/responsibilities you may have at work and how you are required to undertake them – the specific physical, emotional or psychological demands
- Relationships with colleagues
- Line management reporting structures
- Working / shift patterns
- Your life outside of work

Any of these may be impacting on the health problem or problems you are experiencing. Just email krft.occupationalhealth2@nhs.net for an appointment.





Employee Assistance Programme



KRFT has partnered with an Employee Assistance Programme (EAP) provider called Care First. This enables you to confidentially access counselling, advice and information. The support available covers personal and work-related issues, is entirely confidential and you do not need a referral by anyone.

- Support is available 24 hours a day by telephoning 0800 174 319.
- Calls are answered by trained counsellors
- As well as counselling, you can access advice on practical issues including those linked to debt, benefits, housing, childcare, wills and probate etc.

The service is completely free for you to use, and there are no limits to the number of times you can contact Care first.

Additional self-help resources are available on the Care First Lifestyle page:

- <https://www.carefirst-lifestyle.co.uk/>
- Username: carefirstkingston
- Password: carefirstlifestyle

Email krft.staffwellbeingappointments@nhs.net for any additional support.



Achieving A Healthier Mind



Every Mind Matters aims to help you manage and maintain your mental health, as good mental health makes such a difference. It helps us to relax more, achieve more and enjoy our lives more.

Every Mind Matters gives you simple and practical advice to get a healthier mind and get more out of life – from how to deal with stress and anxiety, to boosting our mood or sleeping better. It will help you spot the signs of common mental health conditions, get personalised practical self-care tips and information on further support. You'll also learn about what you can do to help others.

Every Mind Matters has been created by Public Health England, with tips and advice developed with experts and approved by the NHS. It has also been endorsed by the Royal College of General Practitioners.

It only takes a minute to get started with a short free quiz to create Your Mind Plan with personalised tips and advice. Access that quiz here [Get Your Mind Plan – Every Mind Matters – NHS \(www.nhs.uk\)](https://www.nhs.uk/every-mind-matters/quiz)





Supporting Our Managers

Mental Health Knowledge for Managers

Focused on supporting yours and your team's mental health, this e-learning platform provides support to have conversations with staff about their mental health and wellbeing. Email krft.staffwellbeingappointment@nhs.net To register.

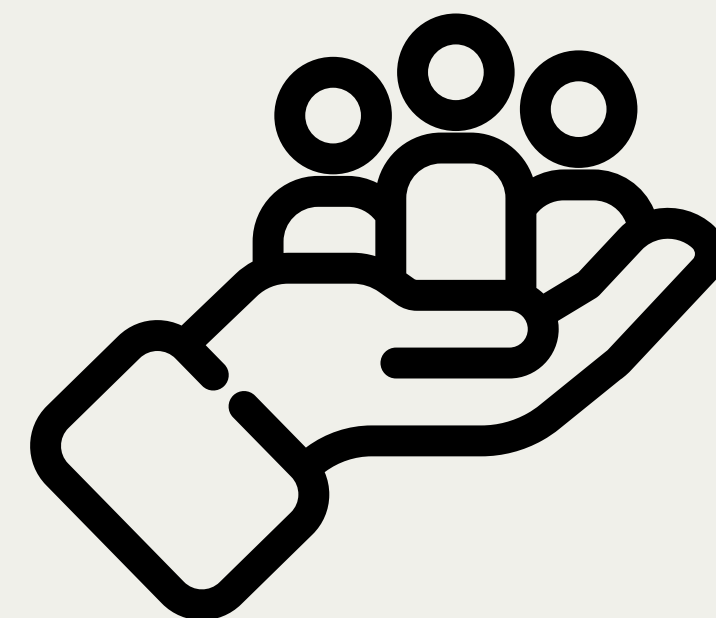
First Step for Managers

This is a 2-part training session for staff new to the managers role.

Part 1 will be a virtual session that will cover the bitesize sessions of the key managerial tasks and the trusts processes and sign posting to further available training.

Part 2 is a face-to-face classroom session that will demonstrate key skills and will be scenario based interactive session and an opportunity to practice new skills.

If you are moving into a management role, please email debbienorton1@nhs.net to book onto this.





Counselling

All Kingston and Richmond staff have free access to The Dialogue Consultancy's, the Trust's staff counselling service. This offers confidential, professional support for personal or work-related concerns in a residential setting.

With over 15 years' experience working with the NHS, their skilled therapists provide a safe, non-judgmental space to talk through stress, anxiety, trauma, relationships, and more.

Staff can self refer to start their 6 sessions; this valuable support is available at no cost, when you need it most.

email krft.staffwellbeingappointments@nhs.net for more information

Christian Based Counselling

- <https://www.acc-uk.org/>

Other counselling

- <https://www.relate.org.uk/>
- <https://swlstg.nhs.uk/talking-therapies>



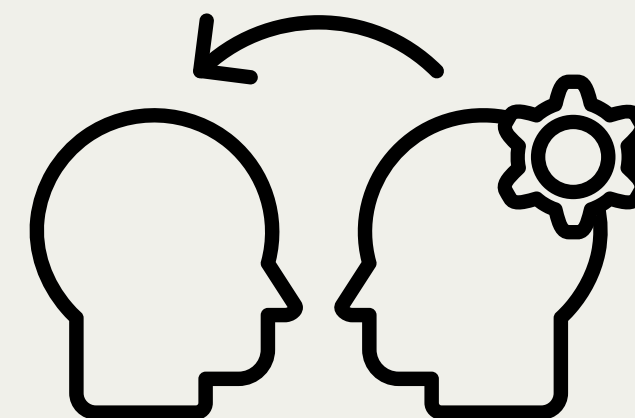
KRFT Coaching & Mentoring



Staff Mentoring and Coaching Platform

Kingston and Richmond is committed to retaining and developing our staff by fostering a culture of shared learning and support.

- Mentoring is a two-way relationship where mentees receive guidance and mentors share their expertise while building new professional connections. Both benefit through shared experiences and mutual growth.
- Coaching is a more structured process focused on achieving specific goals. Coaches don't give advice but instead ask insightful questions to help individuals find their own solutions.
- Sign up at the [Thrive Apprenticeship Academy](#) to begin your journey, you will be notified as soon as a suitable match has been selected for you.



NHS Leadership Academy

The NHS Leadership Academy [Coaching and Mentoring Hub](#) is open to all professions within the NHS and social care, irrespective of pay grade, clinical and non-clinical roles. You can also find out about local coaching and mentoring offers through the [NHS London leadership academy](#).



Programmes to help you grow as a leader



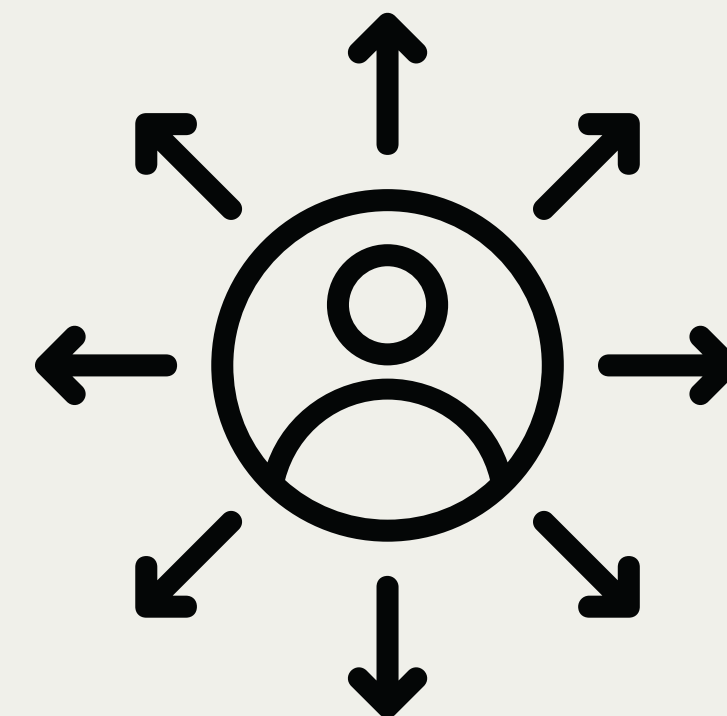
The [NHS Leadership programmes](#) are designed to help everyone in the NHS discover their full leadership potential and achieve the highest standards in health and care, at all career stages.

The Edward Jenner and Mary Seacole programmes support those new to leadership, with flexible and structured learning respectively.

Mid-level leaders can join the Rosalind Franklin programme to develop system leadership skills, while senior leaders progress through the Elizabeth Garrett Anderson MSc or the Nye Bevan executive-level programme.

Additional options focus on system leadership, sustainability, and inclusive management. Many programmes offer apprenticeship or CMI accreditation, with extra support available for clinical leaders, coaching, and mentoring.

Not sure which programme is right for you, or want more information [take this quiz?](#)





Development opportunity for staff with disabilities

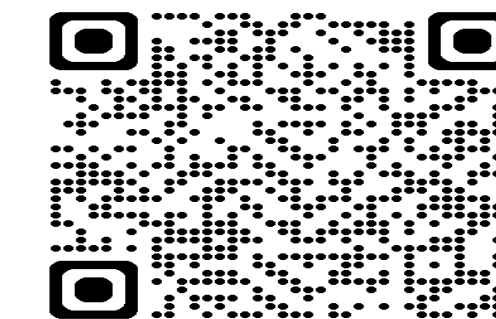
Applications now open for the Calibre Leadership Programme 2025

The Calibre Leadership Programme is a CPD-accredited initiative designed to empower disabled staff and transform perceptions of disability in the workplace. The programme offers tools, resources, and practical insights to help participants boost their confidence, enhance career prospects, and redefine leadership on their own terms. The programme is open to NHS staff who have disclosed a disability on their ESR (Electronic Staff Record). Whether you identify as having a visible or hidden disability, neurodiversity or long-term health condition and wish to explore personal and professional development, Calibre is for you.

The Calibre Leadership Programme has supported improvements on the Workforce Disability Equality Standard (WDES), improving outcomes across 8 of 9 workforce indicators. Participants consistently report increased confidence, career progression, and a renewed sense of purpose.

If this programme resonates with you, complete the [application form](#)

The deadline for applications is 15th September 2025





Specific Support



Thrive LDN is a citywide movement to improve the mental health and wellbeing of all Londoners. Thrive LDN is working with partners to help coordinate a collective response to the public mental health challenges which are developing in London. Visit the [Home – Take a qr code to Thrive LDN : Thrive LDN](#) website for:

- Tools and resources to support your mental wellbeing
- Support in responding to crisis situations
- Wellbeing webinars & training

East London Out Project is a holistic lesbian and gay mental health charity based in East London. HeadsOut mental health support & crisis prevention service includes:

- ReCharge: LGBT+ Mental health peer support group: weekly, every Monday 10.30am to 12.30pm
- Re-Claim: LGBT+ Women's support group for those who have experienced domestic or sexual violence or abuse: please contact us for more information
- Imago: Trans and Non-Binary+ Mental Health support group for all gender non-conforming people: weekly, every Wednesday 7pm to 8.30pm
- ReBuild: LGBTQ+ asylum 6-week mental health plan and group support: Tuesdays, online, 11am to 1pm
- ReConnect: LGBTQ+ friendship support & social activities programme: every Monday 3.15pm to 5.15pm,
- LGBT+ Safety & Mental Health Plans: varied individual times

For details, joining or referral information regarding any of the above contact mentalhealth@elop.org



Support for Male Staff



- [Andy's Man Club](#) has free support groups nationwide, running every Monday from 7PM except bank holidays. In these groups, men can open up about the storms affecting their lives in a safe, judgement-free and non-clinical environment. The clubs are designed to be free of pressure, there is no obligation for men to speak, they can simply listen if they wish.
- [Men's Shed](#) holds community spaces for men to connect, converse and create, aiming to reduce feelings of loneliness and isolation. There are sheds running near Kingston in Surbiton, Teddington and Thames Ditton. All contact details are available on the website, pop your postcode into the map and you can find your nearest Shed. Alternatively, if you are interested in starting a Shed at Kingston and Richmond please email krft.staffwellbeingappointments@nhs.net
- [The Men's Health Forum](#) contains information, online training and resources surrounding men's health and wellbeing. They have several downloadable toolkits and posters that cover topics such as stress, weight loss and diabetes.





Support Lines



Staff support line

NHSE has a confidential staff support line, operated by the Samaritans and free to access from 7:00am – 11:00pm, seven days a week. This support line is here for when staff have had a tough day, are feeling worried or overwhelmed. Whatever your worries, trained advisers can help with signposting and confidential listening. Call: **0800 0696222**.

Shout

Shout is the UK's first and only free, confidential, 24/7 text messaging service for anyone who is struggling to cope. Text **SHOUT** to **85258** for support. This service is available to all. If you are feeling worried or overwhelmed, or who have a lot on your mind they will support you in talking it through.

Suicide Support

National Suicide Prevention Helpline UK – Offers a supportive listening service to anyone with thoughts of suicide. You can call the National Suicide Prevention Helpline UK on **0800 689 5652** (open 24/7).



General Wellbeing Support Online



- [NHS Practitioner Health](#) is supporting the mental health of doctors with a range of free tools and resources.
- [Frontline19](#) is a free, independent, confidential and UK based nationwide service delivering psychological support to people working on the frontline.
- [Body & Soul](#) is a call-back service offering 30-minute sessions with a trained therapist, giving you a chance to be validated, heard and supported
- [Resilient Practice](#) aims to raise awareness of the importance of personal resilience in modern life, you can improve your self-awareness & learn practical skills to create your own personal resilience toolkit.





Health & Wellbeing Apps

- **Headspace** is a science-backed app in mindfulness and meditation, providing unique tools and resources to help reduce stress, build resilience, and aid better sleep.
- **Stay Alive** app is a suicide prevention resource for the UK, packed full of useful information and tools to help you stay safe in crisis. You can use it if you are having thoughts of suicide or if you are concerned about someone else who may be considering suicide.
- **Unmind** is a mental health platform that empowers staff to proactively improve their mental wellbeing. It includes digital programmes designed to help with stress, sleep, coping, connection, fulfilment and nutrition.
- **Ahead** is a personalised pocket coach that provides bite-sized, science-driven tools to boost emotional intelligence. Think of it as a pocket cheerleader towards a better, more fulfilling, clearer-minded way of life.

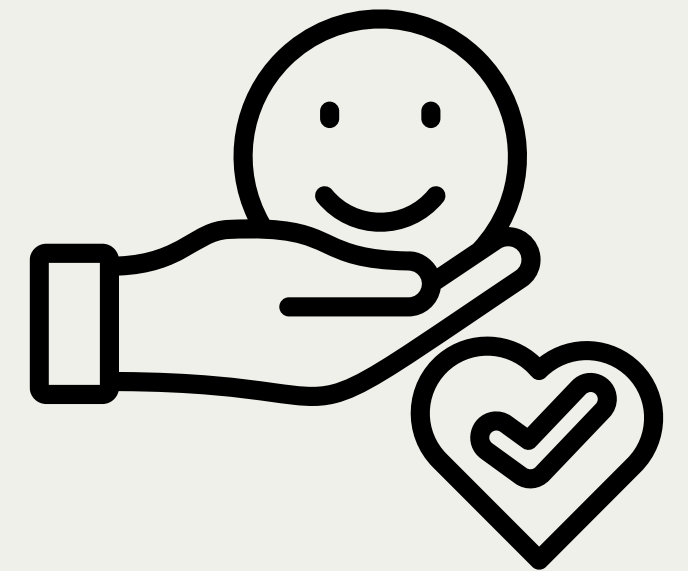




Health & Wellbeing Apps

Mental wellbeing

- [Self-help CBT techniques](#). Find out about CBT and watch our short video guides and try online self-help techniques. This is not a full CBT course but rather some practical self-help tips and strategies based on CBT techniques.
- [Meditation for beginners](#). Use this beginners' guide and video to learn how to meditate and about the benefits of meditation.
- [Sleep meditation](#). Meditation is a practice that can help prepare our bodies and minds for a restful night's sleep. It can help us to fall asleep faster, sleep longer and even deeper.
- [Better sleep](#). The mental health benefits of good sleep include boosting our mood, reducing stress and helping with anxiety. Find practical tips to help you to build good sleep hygiene and sleep better.
- [Mindfulness](#). This section explains what mindfulness is, describes mindfulness techniques you can try and gives tips on how to start living in a mindful way.
- [Change and Uncertainty](#). Here are 10 you can do to help deal with change and look after your mental wellbeing in the face of uncertainty





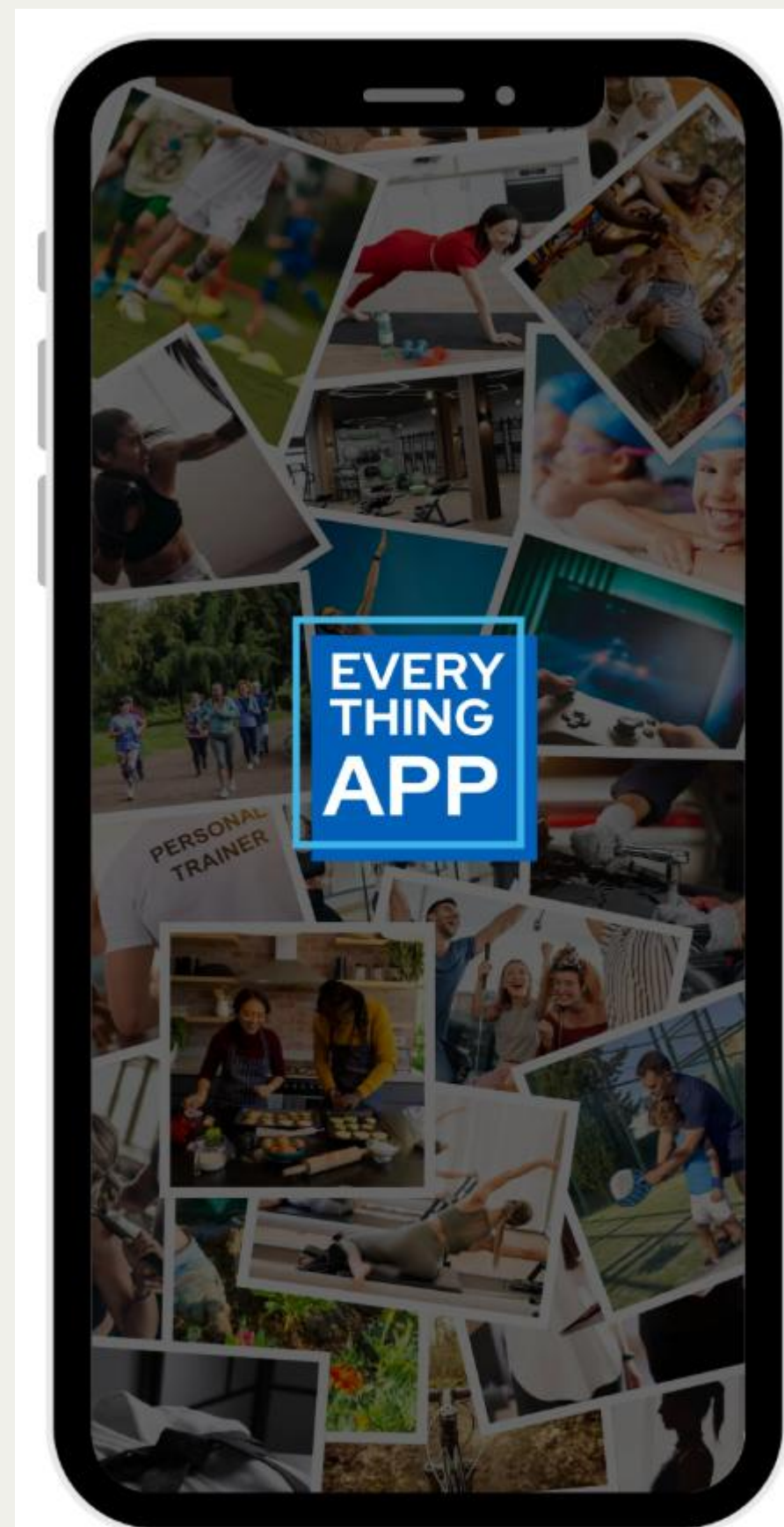
The Everything App

The Everything App offers a powerful blend of free and discounted wellbeing services tailored for NHS and care sector staff.

Enjoy on-demand access to fitness, yoga, mindfulness, and resilience content, plus daily live-streamed sessions – all accessible from mobile or desktop.

Users can also benefit from at least 25% off in-person classes and memberships. The platform features specialist content for leadership development, stress management, and coaching.

It scales to include mental health, social wellbeing, and nutrition support, with dedicated content for families and young people. [Click here for more information.](#)





Turn over a new leaf with your wellbeing at work

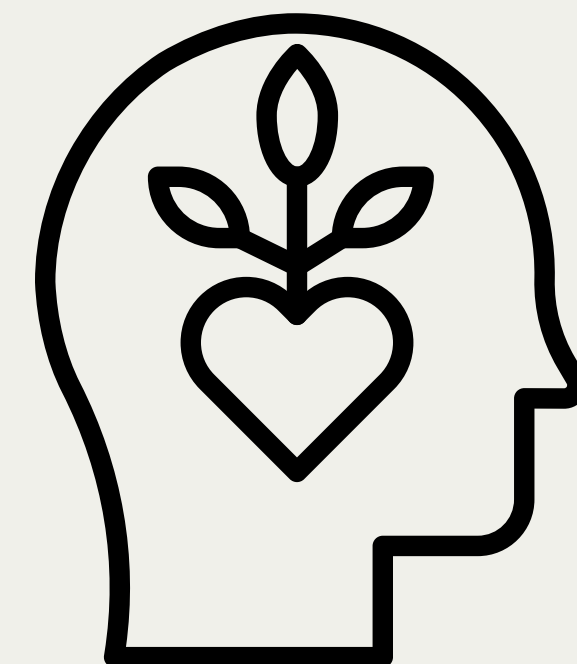


As the leaves begin to fall and the air turns crisp, now is the perfect time to focus on your wellbeing and keep active this autumn! Why not explore our [KRFT YouTube channel](#), packed with exercise classes and wellbeing content from your Staff Health & Wellbeing team from the comfort of your home?

We also offer a range of FREE group exercise classes including Boxing, Pilates and Zumba. These run several times a week. [Book these classes here](#).

Feeling the seasonal aches and pains that often come with the colder months? Lauren Espinal, our Specialist Health and Wellbeing Physiotherapist, is here to help. She offers 45 minute 1:1 appointments to support you with anything from postural advice, exercise guidance, healthy lifestyle changes, musculoskeletal aches and pains, injury prevention, advice on moving well at work and more. You can self-refer easily by emailing krft.staffwellbeingappointments@nhs.net.

And if starting something new feels a bit daunting, why not buddy up with a colleague, friend or family member? It's a great way to stay motivated and catch up at the same time!





Diabetes Prevention



Anyone can develop Type 2 diabetes, but certain factors; such as age, family history, ethnicity, weight, and blood pressure can increase your risk.

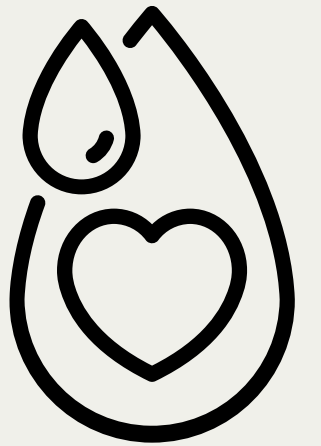
If left untreated, Type 2 diabetes can lead to serious health complications. That's why we're committed to helping NHS colleagues reduce their risk through small, achievable lifestyle changes, supported by the Healthier You programme.

This free programme can help you improve your diet, become more physically active, and reach a healthier weight; all designed to support you on your journey towards a healthier you.

Colleagues can quickly check their risk using the [Diabetes UK risk tool](#) – it only takes a few minutes and could be one of the most important things you do today.

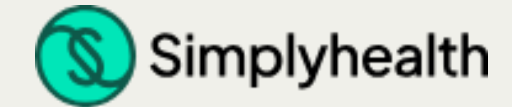
If your results show a moderate or high risk, you'll be offered a free place on your local Healthier You programme. [Click here for the contact details for the provider in your geographical ICS area.](#)

Click here to find out more: [Diabetes UK – Know Your Risk of Type 2 diabetes.](#)





Simplyhealth Membership



The [Simply health Plan](#) has been designed to support you and your family with everyday health care costs and concerns. The fast, easy and stress-free health plan gives you round-the-clock access to a 24h GP service and 24h Wellbeing support when you need it.

Autumn is a time when you can let your wellbeing habits slide, faced with shorter days, less natural light and colder temperatures, it can be easy to slip into unhelpful lifestyle patterns and neglect your wellbeing. This is the time when you need to put some extra effort into your self-care and cultivate healthy habits so you can feel well. When you are a member of Simply health you also have access to [The Healthy Living hub](#).



You can also benefit from a discounted network of gyms, 24/7 counselling and advice helplines and 24/7 access to video consultations with GP's.

To find out more call the Simply Health support team on: 0330 102 5325 and Quote "Kingston Hospital".

Plans start from £13.70 per month and can help you claim money back on prescriptions, glasses & dental fillings, to all round body maintenance such as physio and chiropody.



Mylifestyle



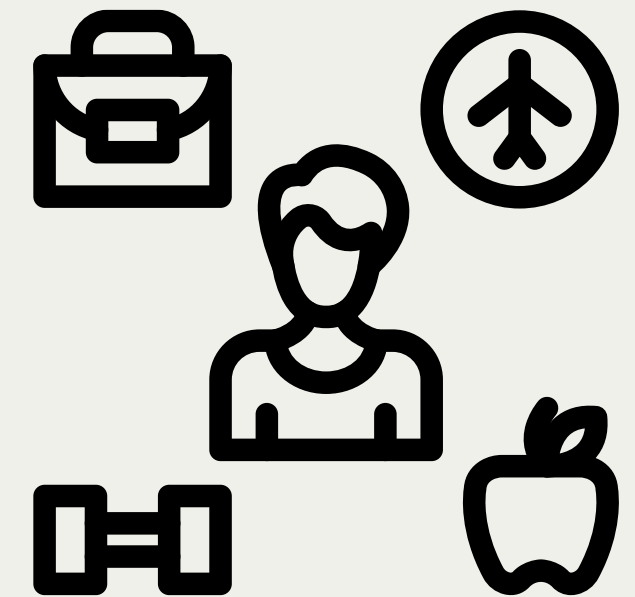
Mylifestyle

[My lifestyle](#) provides you with free access to a range of discounts and offers from hundreds of top high street brands. Check out the savings available from all your favourite Tech, Supermarket, Travel, Home & DIY and Shopping retailers.

In addition to MyDiscounts, gift cards and cash backs, Substantive staff also have access to bespoke KRFT schemes :

- Cycle 2 Work (Halfords) scheme
- Cycle Solutions Scheme
- Tusker Car Scheme
- Curry's Tech scheme
- Unum Dental scheme (only 1 window per year)
- Childcare vouchers (Not open to new applicants – existing users only)
- [Season Ticket Loan Application form](#)

Contact krft.hr.mylifestylestaffbenefitsenquiries@nhs.net for more information.





Support with Weight Management

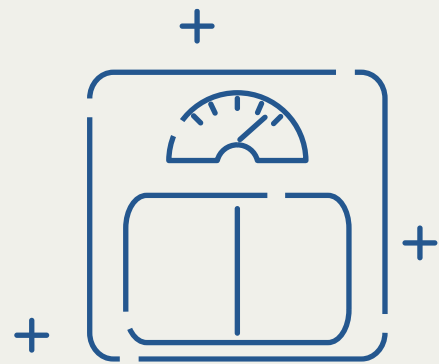


This offer is a new and exciting programme available to NHS colleagues living with obesity, to provide the support needed to stay healthy and active. This programme offers free, online access to a 12-week weight management programme which is designed to be personally tailored to support you on your journey to a healthier lifestyle.

As a digital programme, it can be used anywhere, allowing you to complete the programme in your own time, at a pace that works for you.

There is never a better time to look after your wellbeing. Keeping healthy and active can be a challenge, but this digital programme can help you make those small changes, one step at a time.

Click here to find out more: [NHS England » Digital weight management programme for NHS staff](#)





Menopause Nurse

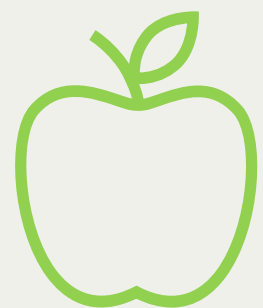
Supporting staff through menopause. Kingston and Richmond staff have free access to Victoria Howell's menopause nurse service, led by a registered menopause specialist nurse with CPD-accredited training.

She offers individual consultations to help you understand and manage perimenopause or menopause symptoms; covering everything from hot flushes and mood changes to confidence and wellbeing; and tailors follow-up support, fact sheets, and confidential summaries that can be shared with your GP and work.

Self-refer anytime, this trusted, professional support is here to help you feel empowered and in control. Email krft.staffwellbeingappointments@nhs.net.

Keep an eye out for a Menopause Champion in your area; they're there to offer support and signposting. If you're interested in becoming a Champion yourself, email krft.staffwellbeingappointments@nhs.net





Nutritional Therapy

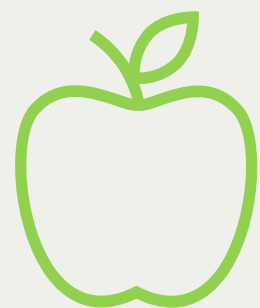
Staff have free access to our Nutritional Therapy Clinic! Benefit from personalised nutritional advice through Goodwin Nutrition.

Registered therapist, Lauren, offers one-on-one consultations (in person, online, or by phone) to identify your unique health needs and build sustainable diet and lifestyle plans.

Whether you're dealing with energy dips, digestive issues, hormonal imbalance, or just aiming to eat well, this service supports you every step of the way.

Self-refer and take charge of your health with expert, evidence-based guidance. For more information, email krft.staffwellbeingappointments@nhs.net.





Five Dinners



Nutritional Meals

As part of our Health and Wellbeing Offer, you have free access to Five Dinners, a weekly meal planning service created by TV chef Theo Michaels.

Each week you'll get five easy, healthy recipes plus one shopping list tailored to your preferences; perfect for saving time, reducing food waste, and cutting meal costs; all for free, exclusively for our staff.

Try it today and take the stress out of weekday dinners! Simply [click to join today](#) and get your first personalised meal plan.

Want FREE personalised meal plans?

Sign up today to get it FREE!

Fed up of deciding what to cook every night? Want to save money on food shopping and eat healthier?

Then this is for YOU. TV Chef Theo Michaels is giving away **FREE Premium membership** to FiveDinners.com your own online meal planning service.

PREMIUM MEMBERSHIP WORTH £35 NOW FREE!

Sign up today and get:

- New meal plan designed for you every week
- Weekly shopping list every week
- Chef hotline
- Save money on food shopping
- No more stress deciding what to cook!



Financial Support



Many staff are increasingly concerned about how they can make their money go further. NHS England has been working with the [Money Helper Service](#) (formerly the Money and Pensions Service or Money Advice Service), an organisation who work to improve peoples financial wellbeing across the UK, to provide you with free, independent support.

NHS telephone support line

0800 448 0826

NHS people can call this support line, provided by the MoneyHelper Service, for free and impartial money guidance.

Monday to Friday, 8am to 6pm.

Typetalk 18001 0800 915 4622 – available nationally



WhatsApp

Add +44 7701 342 744 to your WhatsApp and send the MoneyHelper Service's national support team a message for help with sorting out your debts, credit questions and pensions guidance.

Webchat

Chat to one of the MoneyHelper Service team via their [online portal](#).



Financial Support tools and resources

- [Budget planner tool](#): This free Budget Planner puts you in control of your household spending and analyses your results to help you take control of your money. It's already helped hundreds of thousands of people.
- [Debt advice locator tool](#): If you're struggling with debt, it can be hard to know where to turn. But with lots of free national and local advice services available across the UK, you can use this tool to find help in a way that's best for you.
- [Debt and borrowing](#): For taking control of debt, getting free debt advice, and how to borrow affordably.
- [Benefits](#): Find out what benefits you're entitled to and learn about Universal Credit.
- [Budgeting and managing your money](#): Advice on running a bank account, planning your finances, and cutting costs.
- [Work and redundancy](#): Advice on understanding your employment rights, what in-work benefits you might be entitled to and how to handle redundancy.
- [Family and care](#): Big money decisions often need to be made when looking after family members and partners, expecting a baby, or dealing with problems like illness, divorce or bereavement. MoneyHelper has easy to understand guides to help you.
- [Help with scams](#): Advice for spotting, avoiding and recovering from scams.



Wagestream



Get instant access to your earnings, track your wages in real time and give you control over your finances. Everyone deserves to feel financially resilient, empowered and secure. That's why we're a flexible Pay Employer and believe our staff should have the power to shape their pay cycles around their lives. <https://web.wagestream.com>

Key Benefits

- Flexible Pay: Choose when to get paid using a percentage of the money you've already earned.
- Budgeting: Track your shifts, earnings and spending easily & accurately in real-time.
- Building a pot: The simplest way to put money aside each month, straight from your pay
- Benefits checker: Check your financial health score and see what government support you're entitled to.
- Vouchers: Get discounts off your (weekly shop/hundreds of retailers)
- ...and so much more! From ways to make everyday savings to articles and resources, there's lots of ways to manage your money easily, securely and more effectively.

Its easy to get started

- Download the Wagestream app and search for Kingston and Richmond NHS Foundation Trust
- Enter you details then select 'Enrol me'
- Top Tip: Your primary assignment number is on your payslip



Foodbank vouchers



We are pleased to be working with the [Trussell Trust](#) to be able to continue to support our staff and their families during the current cost of living crisis.

If you feel you need support with putting food on the table, we will be happy to provide you with a foodbank voucher which can be used at a Trussell Trust foodbank Centre.

Please request a foodbank voucher by emailing krft.staffwellbeingappointments@nhs.net. You will be asked a few additional questions before an e-number and a foodbank voucher are supplied to you.

This is a completely confidential service, and once the initial referral has been made the Trust will receive no further information from The Trussell Trust regarding any individual.





Your Wellbeing Matters – Staff Training Academy



Nurture Your Wellbeing with a selection of interactive, online, training courses which will support you and your wellbeing.

All courses can be accessed through Moodle, if you would like to enroll you can either click on the enroll button, or email the Health and Wellbeing team at krft.staffwellbeingappointments@nhs.net

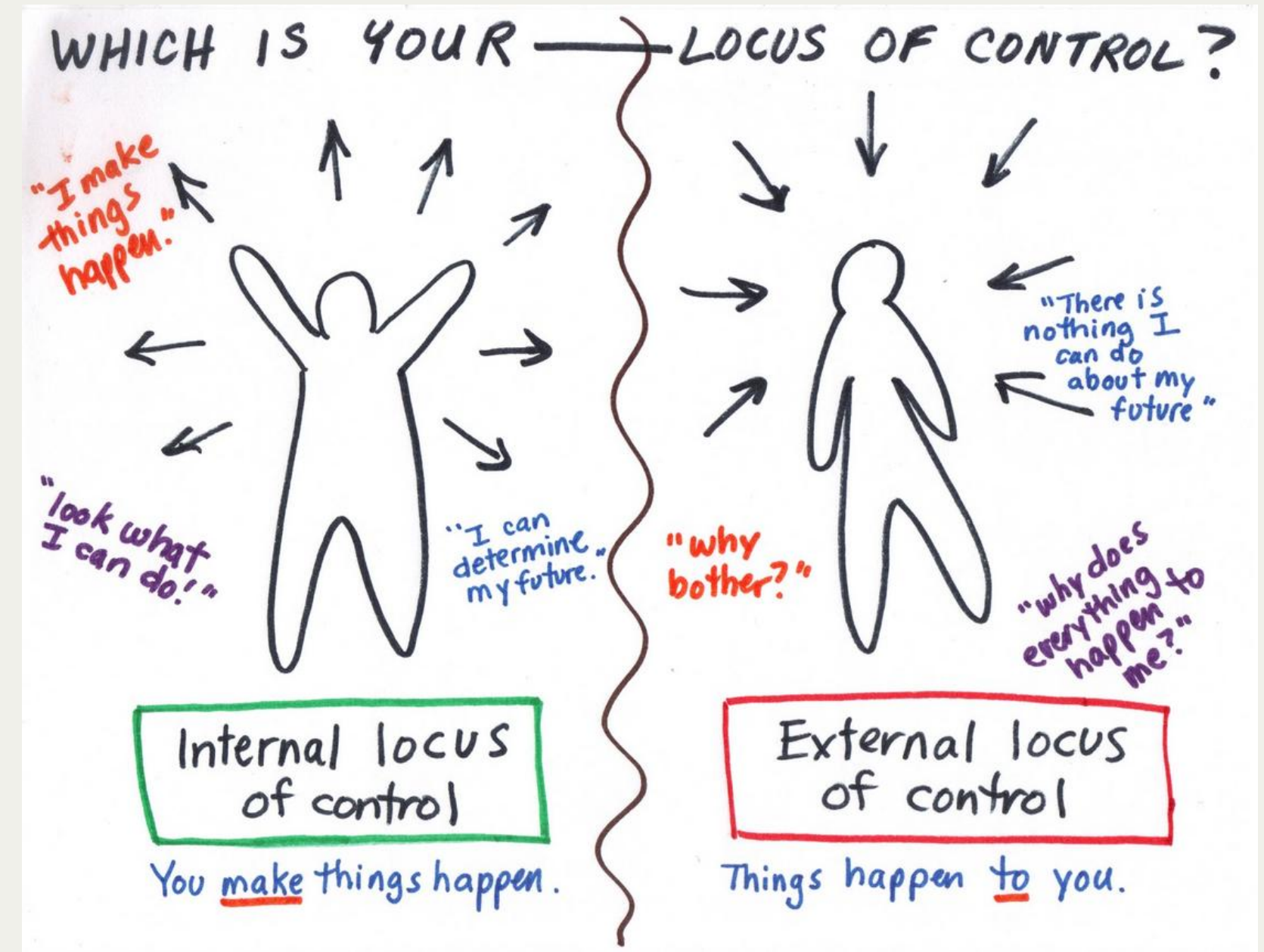
Find out more at HWB Training Academy
<https://staffwellbeing.kingstonandrichmond.nhs.uk/hwb-training-academy-1>





Locus of Control

- Locus of control refers to the extent in which you feel that you have control over the events that influence your lives.
- When you are dealing with a challenge in your life, do you feel you have control of the outcome? Or do you believe that you are simply at the hands of outside forces?
- Your locus of control can influence not only how you respond to the events that happen in your life, but also your motivations to take action.
- Look at the images – which resonates with you more?
- If you are an external locus then why not start to actively change how you view situations and events





Meditation

To get the most from your mindfulness exercises, try your best to:

- Pay attention. Focus on things you can see, hear, smell, taste or touch.
- Take notice. When your mind wanders, which is just what minds do, simply notice where your thoughts have drifted to. Some people find it helpful to name and acknowledge the feelings and thoughts that come up.
- Be aware and accepting. Notice and be aware of the emotions you are feeling, or the sensation in your body. You don't need to try to get rid of any feelings or thoughts. Try to observe them and accept them with friendly curiosity.





Mindfulness

- Mindful Eating – Pay attention to the taste, sight and textures of what you eat. Try this when drinking a cup of tea or coffee.
- Mindful moving, walking or running – While exercising, try focusing on the feeling of your body moving. If you go for a mindful walk, you might notice the breeze against your skin, the feeling of your feet against different textures and different smells around you.
- Body Scan – This is where you move your attention slowly through different parts of your body. Start from the top of your head and move all the way down to the end of your toes. You could focus on feelings of warmth, tension, tingling or relaxation of different parts of your body.
- Mindful meditation – This involves sitting quietly to focus on your breathing, thoughts, sensations in your body or things you can sense around you. Try to bring your attention back to the present if your mind starts to wander. Many people also find that yoga helps them to concentrate on their breathing and focus on the present moment.



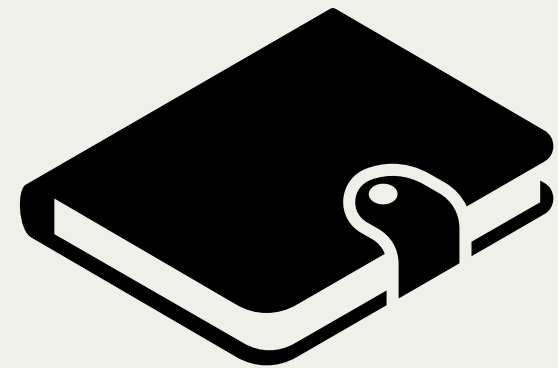


Journaling

Journaling is the practice of keeping a record of your thoughts, feelings, and experiences, typically in a written format. It can be done in a physical notebook or digitally on a device. The act of journaling can be a powerful tool for self-reflection, stress management, and personal growth.

Why do people journal?

- **Self-reflection and self-awareness:** Journaling provides a space for introspection, allowing you to explore your inner world and gain a deeper understanding of yourself.
- **Emotional processing:** It can be a healthy way to process difficult emotions, manage stress, anxiety, or even depression.
- **Stress and anxiety reduction:** By externalising your thoughts and feelings, you can potentially reduce the mental burden and find a sense of calm.
- **Goal setting and tracking:** Journaling can help you clarify your goals, track your progress, and stay motivated.
- **Creative expression:** It can be a creative outlet, allowing you to explore your thoughts and feelings through writing, drawing, or other forms of expression.
- **Memory enhancement:** Studies suggest that journaling can improve memory recall.
- **Improved communication:** Journaling can help you articulate your thoughts and feelings more clearly, which can positively impact your communication skills.





Relaxing Reading

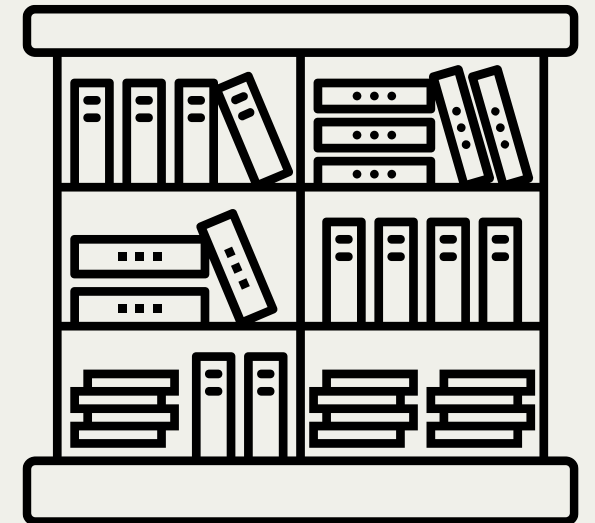


Stenhouse Library is situated on the 5th Floor of the Kingston Surgical Centre. All staff and students can use the library and information services. The library is staffed Monday to Friday from 09:00–17:00, though can be accessed 24/7 with a swipe card.

To register please fill in this online registration form: <https://sten.koha-ptfs.co.uk/cgi-bin/koha/opac-memberentry.pl>. For any enquiries, email: krft.library@nhs.net

Stenhouse Library's top 10 self help books to read this Autumn:

1. A mindfulness guide for the frazzled by Ruby Wax
2. How to stay sane by Philippa Perry
3. The Sleep Book: how to sleep well every night by Guy Meadows
4. How to worry less about money by John Armstrong
5. Develop your assertiveness by Sue Bishop
6. The reality slap: how to survive and thrive when life hits hard by Russ Harris
7. Stress control: a mind, body life approach to boosting your well-being by Jim White
8. We're all mad here: the no-nonsense guide to living with social anxiety by Claire Eastham
9. Living life to the full : key life skills to change your life by Chris Williams
10. Resilience for dummies by Eva Selhub





Healthy Working Environments



Back to basics

for a healthy working environment

Hydration



Keeping hydrated is essential, particularly for those in safety-critical areas. Dehydration can lead to decreased cognitive function and heat stress.¹



Factors such as the menopause, pregnancy and breast feeding, certain health conditions and wearing PPE for long periods, can also increase hydration needs.²

Nutrition

Digestive problems are common in shift workers, due to disruption of the internal body clock and poor diet.³



Irregular eating patterns have been linked to a higher risk of central obesity and impaired glucose tolerance.⁴

Sleep



207,000 working days are lost in UK every year to insufficient sleep.⁵



Power naps at work improve performance by 34% and alertness by 54%.⁶



Sleep deprivation increases the risk of developing diseases such as obesity, type 2 diabetes, cardiovascular disease, anxiety, depression, and Alzheimer's disease.⁷

Breaks



of UNISON survey respondents said they are unable to take regular breaks and some say they never take a break.⁸



of NHS staff work up to five hours of unpaid overtime in an average week.⁹



nurses reported having to work through their breaks.¹⁰



shifts carry an increased risk of accidents with twice the risk of accidents at around 12 hours compared with 8 hours.¹¹

Facilities



Suitable and sufficient sanitary conveniences and washing facilities should be provided at readily accessible places and workers should be able to use them without unreasonable delay.¹²



It is important to set a culture where the using of facilities and the taking of breaks is seen as an essential element of both staff wellbeing and patient safety.¹³

¹ Welfare Facilities for Healthcare Staff

² Royal College of Nursing

³ UCLA Health

⁴ The Association of UK Dieticians

⁵ Why sleep matters – the economic cost of insufficient sleep Rand Corporation

⁶ Sleep foundation

⁷ Sleep, fatigue and the workforce NHS Employers

⁸ Unison

⁹ Statista

¹⁰ The mental health and wellbeing of nurses and midwives in the United Kingdom

¹¹ Shift and night work and long working hours – a systematic review of safety implications

¹² Welfare Facilities for Healthcare Staff

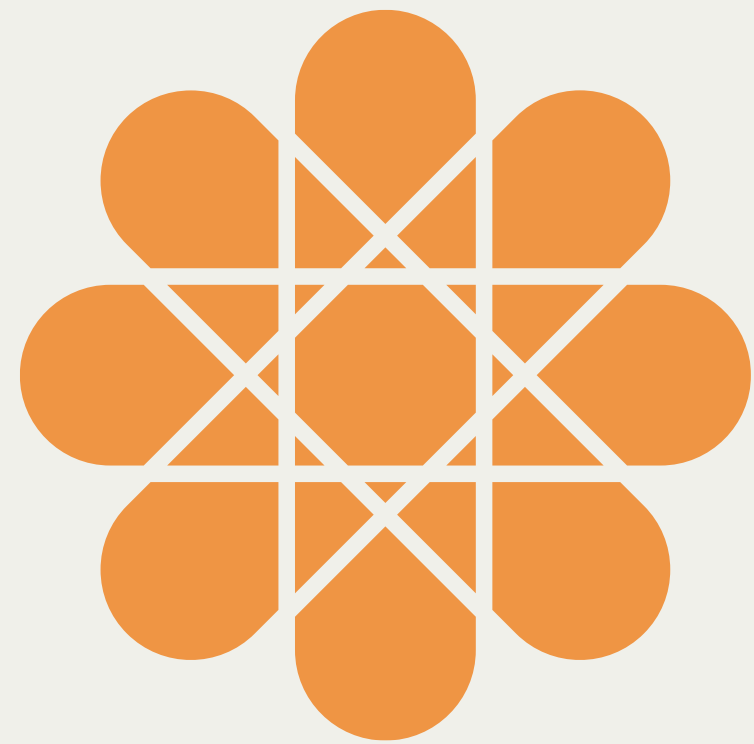
¹³ Welfare Facilities for Healthcare Staff

 **NHS Employers**

www.nhsemployers.org

enquiries@nhsemployers.org

[@nhsemployers](https://twitter.com/nhsemployers)



Autumn Wellbeing Toolkit

