



Welcome

The Work Well Programme is a comprehensive set of tools and resources designed to support the wellbeing of people in high-pressure roles. Practical, helpful support developed and designed by healthcare professionals, for healthcare professionals.

Bitsize videos
Wellbeing Boosters
A concise library of 8-minute "Wellbeing Boosters" videos.

- Short, practical hacks you can apply straight away to your work routine to help you do your job better, not burn out.
- Each video includes hints for you, activities you can do with your team, or anyone nearby.

Your live training
Lunch + Learn
Monthly - 12.30 - 1.30pm

- Interactive webinars with experts on relevant topics to healthcare professionals in high-pressure roles.
- Join live to connect and ask questions or catch up with the on-demand replay.

Upcoming training for
Wellbeing Leads
Quarterly - 12.30 - 1.30pm

Online masterclasses to support anyone taking an active lead on wellbeing within their organisation, practice or team.

Wellbeing Be Toolkit
Online set of tools to help teams and practices work and improve their wellbeing support.

The Work Well Programme is brought to you by Dr Rachel Morris and the team behind the You are not A Frog podcast.
Got questions? Contact the team on admin@thegoodpod.com

WORK WELL WEBINARS

for Hampshire and Isle of Wight Primary Care Colleagues

Join these monthly online sessions

- » **Practical strategies**
tailored for people in roles like yours to help you beat stress and prevent burnout.
- » **Learn to set boundaries**
to keep you happy and healthy, and support the people around you too.



Work Well programme

It's time to put your wellbeing first.

(Even when you're under pressure, time is short, and your colleagues are stressed too...)

When you join the Work Well Programme, you'll get access to a full set of tools and resources designed to support your wellbeing at work – no matter how busy things get.

Learn how to beat stress and prevent burnout, set boundaries to keep you happy and healthy, and support the people around you too.

MONTHLY LIVE WEBINARS


The next lunchtime webinar is on **Tuesday 18th February, 12.30-1.30pm: "How to support your colleagues without burning out yourself"**.

The March webinar is on **Wednesday 19th March 2025, "How to have conversations that get you and your colleagues unstuck"**.

QUARTERLY LIVE MASTERCLASS

And the next quarterly **wellbeing leads masterclass is on Thursday 13th February 12.30-2pm online** with Drs Rachel Morris and Sarah Coope.

This is an interactive opportunity to support those who support colleagues with aspects of wellbeing, so includes team leaders, managers, supervisors, appraisers and mentors and this

	<p>masterclass title is "How to protect your time and energy, and help your team escape the urgency trap."</p> <p>Shapes Toolkit</p> <p>Remember, you can access everything in your resource library, including replays of past webinars.</p> <p>*For Primary Care staff only please add to the GP bulletin</p>
 <p>The graphic features a purple background with the text 'MENOPAUSE Manager elearning module' at the top. Below this is a white computer monitor icon containing the 'elfh' logo and the text 'elearning for healthcare'.</p>	<p>Menopause Manager e-learning module</p> <p>We have teamed up with Henpicked: Menopause in the Workplace to provide managers across HIOW access to an interactive eLearning package.</p> <p>This module aims to provide you with the knowledge and skills to support your colleagues and teams who experience the menopause.</p> <p>To gain access to this catalogue on eLearning for Healthcare's Learning Hub, please complete this registration form.</p> <p>*For all HIOW NHS staff including SCAS and Primary Care</p>
	<p>Say Hello to EDNA: Beyond the diagnosis: Understanding Diverse Conditions</p> <p>Join us on Tuesday 25 February 2025 for our next Say Hello to EDNA session: Register here.</p>

EDNA

Employee Disability and Neurodivergent Advice



Aims of the session:

- Understand what is meant by “Beyond the Diagnosis”
- Awareness of what might be involved when living with a condition
- Explore the “Holistic approach to Health”
- Recognise the impact of a diagnosis
- Consider the emotional, social and culture factors that shape a person’s experience

Here at [EDNA](#), we offer a safe space to talk about a person’s challenges and difficulties in the workplace concerning a disability, long-term condition, or neurodivergence. We can together explore the support available.

*For all HIOW NHS staff including SCAS and Primary Care

EDNA Service: Manager Drop-in Session

- **Tuesday 4th March – 1.30-2pm**

A virtual session to answer your questions about the HIOW EDNA Service.

- Meet the Advisors



Hampshire and Isle of Wight

EDNA

Employee Disability and Neurodivergent Advice

Hello

MANAGER DROP IN SESSIONS
WE'D LOVE TO MEET YOU

To register



DECEMBER
Tuesday 3rd, 1.30-2pm

To register



FEBRUARY
Tuesday 4th, 1.30-2pm



JANUARY
Tuesday 7th, 1.30-2pm



MARCH
Tuesday 3rd, 1.30-2pm

[click or scan here](#)

[click or scan here](#)

- Hear about the service
- Meet the team
- Bring your questions or email your questions before the event to edna@solent.nhs.uk
- Find out how we can support you and your team

Self-refer online at:
<http://bit.ly/3YC7K10>

or scan here
EDNA@solent.nhs.uk



- Bring your questions or email your questions before the session to edna@solent.nhs.uk
- Find out how we can support you and your team, this could be as part of staff inductions, access to work requests, specialist IT equipment and much more

Sign up on the People Portal

[EDNA Manager Drop-in - People Portal](#)
(hiowpeople.nhs.uk)

*For all HIOW NHS staff including SCAS and Primary Care



Hampshire and Isle of Wight

HIOW STAFF PHYSIO SERVICE

If you are experiencing musculoskeletal symptoms such as joint/muscle pain, or you have had a new injury, you can refer yourself to over 26 locations* across the region most convenient for you. No need for a GP referral.



HIOW Staff Physio Service

If you are experiencing musculoskeletal symptoms such as joint/muscle pain, or you have had a new injury, you can refer yourself to over 26 locations* across the region most convenient for you. No need for a GP referral.

** This service is open to employees from University Hospital Southampton, Hampshire and Isle of Wight Healthcare (legacy SHFT, IOW, Solent), Portsmouth Hospitals NHS Trust and Hampshire Hospitals NHS Foundation Trust. This offer is not open to students, agency staff, Primary Care or SCAS employees.

[Staff self-referral physio service - People Portal](#)

Fill in the
self-referral form

[CLICK HERE](#)

OR SCAN HERE



*Please note - we ask that you keep to the same location each time

** This service is open to employees from University Hospital Southampton, Hampshire and Isle of Wight Healthcare (legacy SHFT, IOW, Solent), Portsmouth Hospitals NHS Trust and Hampshire Hospitals NHS Foundation Trust. This offer is not open to students, agency staff, Primary Care or SCAS employees.



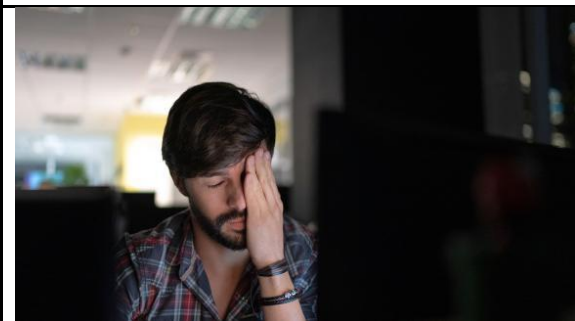
Workplace adjustments FAQs

Under the Equality Act 2010, employers have a legal responsibility to make workplace adjustments for disabled staff. These are also called 'reasonable adjustments'. They are the changes an employer makes to remove or reduce a disadvantage related to someone's disability.

According to the [Workforce Disability Equality Standard \(WDES\) 2022](#), almost a quarter of disabled NHS staff still don't have the adjustments they need to perform their role.

These FAQs answer some of the most common questions around workplace adjustments to help you when supporting your disabled staff.

[Workplace adjustments FAQs | NHS Employers](#)



Sleep, fatigue and the workplace

Information on how sleep and fatigue can impact on the health of staff, with practical recommendations for improving the quality of sleep and rest.

[Sleep, fatigue and the workplace | NHS Employers](#)

NHS HOUSING HUB

The Hub is a free housing service which supports staff within Hampshire and Isle of Wight Trusts, so that they can settle into their local communities and provide vital patient care.

We work with local landlords and agencies, as well as our NHS colleagues via our NHS Rooms service, to source accommodation which is suitable for families, couples and individuals.

Our focus:

- Guiding international recruits to navigate the UK rental process.
- Assisting staff who are in housing crisis (including homelessness).
- Supporting staff who are relocating to a new post within local Trusts.
- Helping rotational staff secure housing whilst on short term placements.
- Creating affordable housing and extra staff income, with our NHS Rooms service.

Join us in our mission to improve housing outcomes for our NHS community!

EMAIL US NOW TO DISCOVER MORE

More Information iownt.housing-hub@nhs.net
People Portal www.hiowpeople.nhs.uk/housing-hub



NHS Housing Hub

The NHS Housing Hub team for Hampshire and the Isle of Wight are here to support all of our colleagues who have housing needs, in a variety of ways, and if you have a spare bedroom at home, please do get in touch to find out how to earn up to £7500 tax free with our NHS Rooms service!".

Email: iownt.housing-hub@nhs.net

[Housing Hub/NHS Rooms - People Portal](#)

*For all HIOW NHS staff including SCAS and Primary Care

NHS Hampshire and Isle of Wight

HELP FOR ALL IMG DOCTORS WITHIN WESSEX AREA

Welcome

International Medical Graduate (IMG) Welfare Service

The IMG Welfare Service exists to support new-to-the UK doctors. The service is now open to:

- All IMG doctors in training posts anywhere in Wessex Deanery, including Hampshire and Isle of Wight, Dorset, Salisbury and Jersey.
- All IMG doctors employed by any Trust or GP surgery (including locally employed doctors) within the Wessex Deanery footprint, including Hampshire and Isle of Wight, Dorset and Salisbury.
- The IMG Welfare Service aims to support IMG doctors with practical aspects of settling in a new country and community. This could include how to

register with a GP and a dentist, exploring childcare options, opening bank accounts, setting up a TV licence, driving in the UK, registering for council tax, and signposting to information on finding accommodation, identifying local cultural or religious support networks, etc.

[IMG Welfare Service - People Portal](#)

Our Welfare Officers are available Monday to Thursday from 9am to 5pm (except Bank Holidays) and Wednesday from 9am to 8pm.

If you have queries about the IMG Welfare Service, [please contact our team](#).

Focus on Flex

Available on the People Portal, this toolkit is designed to help managers and employees alike to design effective flexible working arrangements which work for everyone.

Explore:

How to offer flex in 'hard to flex' patient-facing roles

Introducing team-based or self-rostering to your service to improve wellbeing and retention.

[Focus on Flex - People Portal](#)
(hiowpeople.nhs.uk)

*For all HIOW NHS staff including SCAS and Primary Care

FOCUS ON FLEX

Practical sessions for managers


Hampshire and Isle of Wight

Find out how you can make flexible working a reality for your team



Run by flexible working experts 

Compassionate Employers

with



Compassionate Employers

The Compassionate Employers programme, run by Hospice UK, helps organisations look after their people when grieving, caring for others or diagnosed with a life-limiting illness.

Hampshire and IOW ICS joined the programme in September 2023.

Membership includes access to the Members Hub, workshops, events, and online learning.

<https://www.hospiceuk.org/hants-iow-icb>), [Compassionate Employers - People Portal \(hiowpeople.nhs.uk\)](#)

The online members' hub can help with issues such as:

- Practical and legal advice following a bereavement
- Carers rights and support
- Support after a life-changing diagnosis
- Guidance and signposting for line managers
- Knowing what to say and what not to say
- HR toolkits

The programme also includes a review of the organisation's practices. Hampshire and IOW ICS earned a Silver Award overall for their efforts.

The Compassionate Employers team are happy to attend upcoming meetings and events to explain the programme's resources and answer questions about dealing with grief, caregiving, or illness at work.

You can arrange this via email at:
compassionateemployers@hospiceuk.org

*For all HIOW NHS staff including SCAS and Primary Care




Hampshire and Isle of Wight

WELCOME TO
MENOPAUSE MEET-UPS

For NHS staff in Hampshire and the Isle of Wight

Virtual meet-ups to provide a safe space to talk about menopause. Everyone is welcome.

FORTNIGHTLY ON THURSDAYS 1PM ONLINE

Email us to join: HIOWWellbeing@solent.nhs.uk

We hope to see you there!

- **Online Menopause Meet-ups**
-
- **For NHS and Primary Care staff in Hampshire and the Isle of Wight**
-

Fortnightly on Thursdays: 1pm online

A virtual meet-up to provide a safe space to talk about menopause. Menopause Meet-ups are for everyone, whether you are experiencing the menopause yourself or supporting someone who is, because menopause matters.

There is no set agenda, just an opportunity to share experiences and support each other over a virtual cuppa.

We hope to see you there!

To join email:

HIOWWellbeing@solent.nhs.uk

*For all HIOW NHS staff including SCAS and Primary Care

Good Breaks Resources

How are you at taking breaks at work?

Talking about how we make good breaks happen is something we need to be exploring in our teams.

Check out these new resources on the People Portal!

- hiowpeople.nhs.uk/resources/good-breaks

*For all HIOW NHS staff including SCAS and Primary Care

Leading Well Programme

We have been working with research and consultancy organisation Affinity Health at Work to create two bespoke mental health support resources for NHS staff across Hampshire and Isle of Wight.

Professor Jo Yarker from Affinity Health at Work has delivered three webinars and you can watch the recordings below to hear about these new resources:



Return to Work Toolkit

Supporting sustainable return to work



affinity
health at work

NHS
Hampshire and Isle of Wight

Leading Well toolkit

[Leading Well - People Portal
\(hiowpeople.nhs.uk\)](https://hiowpeople.nhs.uk)

Access password is HIOW2024

Watch the launch event [here](#)

Manager session [recording](#)

IGLOO Return to Work toolkit

[Return to Work Toolkit - People Portal
\(hiowpeople.nhs.uk\)](https://hiowpeople.nhs.uk)

Access this resource
here: <https://hiownhs.returntowork.co.uk>

You will need to register using your name and NHS email address. The access code is: HIOW2024

IGLOO Return to Work toolkit [recording](#)

*For all HIOW NHS staff including SCAS and Primary Care

Southeast Neurodiversity Employee Support Package

NHSE South East regional Workforce Team commissioned HIOW to develop a suite of tools to raise awareness of neurodivergence, particularly for line managers with neurodivergent team members.

**NEURODIVERSITY
SUPPORT**

A suite of tools to raise awareness of neurodivergence, particularly for line managers with neurodivergent team members.

Developed by
Genius WITHIN
in collaboration with the EDNA Service from Hampshire and Isle of Wight ICS

The support package includes:

- Tip sheets for managers
- Two recorded sessions with Genius Within Occupational Psychologists and our EDNA Advisors
- Bitesize e-learning modules

The training package will be free for all NHS and Primary Care staff working in the South East region. Contact your Learning Management System team to access.

Find the resources here:

[Neurodiversity Awareness - People Portal \(hiowpeople.nhs.uk\)](https://hiowpeople.nhs.uk)

Password: geniuswithin

*For all HIOW NHS staff including SCAS and Primary Care

SO
sound
-choir-

FREE TASTER

JOIN.MEET.SING.REPEAT

WWW.SOSOUNDCHOIR.CO.UK

Do you love to sing?! 🎵

Come for a FREE taster session!
Choose from Woolston on Tuesday or Totton on Thursday 😊

Be part of something special and book your FREE taster session TODAY with Hampshire's newest modern choir at: [SO Sound Choir | choir | Southampton, UK](#)

- Great for mental health

- Fun community
- Make new friends
- Sing your FAVOURITE songs
- No awkward choreography
- Supportive group
- Zero judgement
- Access to exclusive members area on website
- Access to PRIVATE Facebook members group
- Hugely competitive pricing

JOIN.MEET.SING.REPEAT!

For more

info: hello@sosoundchoir.co.uk

FREE ENTRY

New Forest Mystic Events

WELLNESS FAIR

Stall holder retail area and Atmospheric holistic therapy room

Saturday 10am-4pm
8th Feb 2025

The Lymington Centre,
Cannon Street, SO41 9BQ

Supplements, Life Coaching, Hypnotherapy,
Quantum Healing, Natural Remedies,
Medicinal Mushrooms, Vegan Beauty,
Homeopathy, Women's Health
Spiritual Guidance, Nutrition,
Local Businesses.

@newforestmysticevents

Stall holders please contact
newforestmystic@gmail.com

A range of products and services for your mind, body & soul!

Free Wellness Fair – Lymington – 8 Feb

Free event to in Lymington with a host of different stallholders including holistic health practices, relaxation room with treatments such as Acupuncture, Massage, Reiki, Kinesiology and Indian Head Massage.

There is also a café within the centre and we will also have a stall of Gluten Free savoury and sweet treats.