

# Wellness Induction for NHS Learners

## A Guide for NHS Learners

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# 1. Introduction

The health and wellbeing of staff are a priority for the NHS. Health Education England (HEE) is dedicated to supporting the workforce to deliver high quality, safe healthcare, and are working with Trusts to support them in offering Wellness Inductions to all NHS learners.

The aim of the Wellness Induction is to support NHS learners in maintaining their personal wellbeing, through the provision of guidance and signposting to wellbeing services and resources.

***The Wellness Induction is not intended to be an assessment of wellbeing or a health check. It is aimed at supporting NHS learners through raising awareness of their own wellbeing as part of a routine induction process and signposting learners/trainees to support and resources.***

This guide for NHS learners will explain the purpose and structure of the Wellness Induction.

# 2. Why have a Wellness Induction?

Working in the NHS can be challenging, with risk of stress, anxiety and burnout. The Wellness Induction is offered to all NHS learners. The aim is to support you in exploring and maintaining all aspects of your wellbeing, through a personalised, integrated and holistic approach that considers the five elements of wellbeing.

## The Five Elements of Wellbeing (adapted from Rath & Harter 2010)

1. NHS Staff Wellbeing and Career Wellbeing
  - How your time is used on a daily basis
2. Physical & Mental Wellbeing
  - Your physical and mental health and energy
3. Social Wellbeing
  - The strength and quality of your relationships
4. Community Wellbeing
  - Your sense of engagement in your social or environmental spheres
5. Financial Wellbeing
  - Your ability to meet your basic need and feel security

The Wellness Induction will guide you to develop a personalised Wellness Action Plan and signpost you to wellbeing services and resources as you start your new placement at an NHS organisation.

### 3. What should I expect from the Wellness Induction?

The Wellness Induction is a 30 minute wellbeing meeting which will be conducted by a trained NHS Wellness Champion via video-conferencing or face-to-face in private, confidential space. The induction will be held within 2-4 weeks of you starting your placement.

The Wellness Champion will ask a series of questions to support you in reflecting on your wellbeing before offering personalised guidance and signposting to local, regional and national wellbeing services and resources. They will also encourage and support you to develop a Wellness Action Plan if desired.

The Wellness Induction is a one-off meeting designed to kick-start your wellbeing journey.

### 4. What is a Wellness Action Plan?

The Wellness Action Plan is a personalised, practical tool designed to help you identify behaviours and choices which support you in maintaining positive wellbeing.

The Wellness Action Plan is completely confidential and will be held by yourself only. You will be able to take it with you to share at your Wellness Induction in your next NHS organisation, should you wish. The Wellness Champion will not retain a copy.

## 5. Who is the Wellness Champion?

The Wellness Champion is a named individual whose role is to promote a healthy work-life balance and positive mental health in your NHS organisation, and will be specifically trained to conduct Wellness Inductions.

Their role in the Wellness Induction is to arrange and conduct the meetings for new learners starting at your NHS organisation. During these inductions, the Wellness Champion will provide guidance and signposting to local and national wellbeing resources and services, and encourage and support you in developing a Wellness Action Plan.

The Wellness Champion will be from your NHS organisation, but will not be clinically involved or associated with you or your job role.

They will not:

- Act in a mentor or supervisor capacity.
- Provide medical assessment, advice or counselling.
- Provide follow-up for ongoing supervision, wellbeing or emotional support.
- Explore medical or psychiatric history.
- Be an expert or provide any form of treatment for mental or physical health conditions.

## 6. Is the Wellness Induction confidential?

The information you share at the Wellness Induction is confidential. The Wellness Champion will not reveal any personal information about you, your attendance, or discussion at the Wellness Induction to anyone unless you give your consent. The Wellness Champion will collect anonymous data on the number of learners attending Wellness Inductions for quality assurance purposes only.

In very exceptional circumstances, where the Wellness Champion believes there is serious risk to yourself or others, they may take a decision to disclose information. In these situations, the Wellness Champion will inform you and seek your permission to share information, however, if the risk is serious, they may have to proceed without your consent.

In cases of serious risk to yourself or others, Wellness Champions may inform the following:

- Your supervisor or mentor
- Your trust's Director of Medical Education (DME)
- Your General Practitioner
- The Emergency Department
- The Safeguarding Lead
- The police

## 7. Is the Wellness Induction mandatory?

The Wellness Induction is not mandatory but will be offered to all learners starting at a new NHS organisation. It is designed to support you and provide a safe space for you to explore your wellbeing should you wish to.

## 8. How do I organise the Wellness Induction?

Organising a Wellness Induction may differ slightly from organisation to organisation. Most likely, you will be informed about the Wellness Induction and what it involves during your organisation or departmental induction. The Wellness Champion will then either contact you, or you will be provided details to contact them directly, to arrange a personal Wellness Induction at a date and time which is convenient for you.

## 9. What if I need more support?

The Wellness Induction is designed to be a one-off meeting. Your Wellness Champion will support you in making ongoing follow-up appointment with the relevant professional based on your needs. Your Wellness Champion will also signpost you to relevant wellbeing services and resources tailored to your needs.

## 10. How do I provide feedback?

There are a number of ways you will be able to provide feedback regarding your Wellness Induction:

- Locally, each NHS organisation will arrange their own formal feedback protocols for you to ensure the Wellness Induction are of quality standard.
- Questions about the Wellness Induction will be included in the National Education and Training Survey (NETS).
- Each NHS organisation will have a community of Wellness Champions to which you can raise any concerns.
- Each NHS organisation will have Wellbeing Leads who oversee the Wellness Champions with whom you can raise any concerns.
- Each NHS organisation will also have an appointed Wellbeing Guardian who sits on the board, and to whom you can raise any concerns.
- If you are unable to resolve your concerns locally, you can contact your local Health Education England deanery.

## 11. National Resources

The following list of national services and resources have been collated, but not endorsed, by Health Education England. This list is accurate at the time of publication. Future iterations of the list will be updated at provider level. Please note that this list is not exhaustive, and services may vary from region to region.

### a. NHS Staff Wellbeing & Career Wellbeing

Resource	Format	Cost	Description	Organisation
<b>NHS Staff Wellbeing</b>				
<a href="#">BMA: Wellbeing Support Services</a>	Website	Free	Confidential 24/7 counselling and peer support services for doctors & medical students	British Medical Association
<a href="#">Doc Health</a>	Website	£65-95 per session (financial assistance available)	Confidential psychotherapeutic consultation service for all doctors	Doc Health (supported by BMA)
<a href="#">National Health Supporters</a>	Website	Free	National network of students assisting NHS staff with their needs	National Health Supporters
<a href="#">NHS Employers: Health and wellbeing</a>	Website	Free	Health, safety & wellbeing guidance for the NHS workforce	NHS Employers
<a href="#">Practitioner Health Programme</a>	Website	Free	Information, resources and signposting for support	NHS Practitioners Health Programme
<a href="#">RCN Wellbeing, Self-Care &amp; Resilience</a>	Website	Free	Information resources about wellbeing, self-care and resilience	Royal College of Nursing
<a href="#">RCPsych: Managing Stress &amp; Burnout</a>	Website	Free	Online e-module for clinical staff managing stress and burnout	Royal College of Psychiatrists
<a href="#">WHO: Psychological First Aid</a>	PDF	Free	Internationally recognised framework for supporting others in crisis	World Health Organization
<b>Career Support</b>				

<a href="#">e-Learning for Health</a>	Website	Free	HEE online learning hub.	Health Education England
<a href="#">Professional Support Unit</a>	Appointment	Free	Professional careers support & resources for clinicians	Health Education England

## b. Physical Wellbeing & Healthy Lifestyle

Resource	Format	Cost	Description	Organisation
<b>Physical Wellbeing &amp; Healthy Lifestyle</b>				
<a href="#">Live Well</a>	Website	Free	Advice, tips & tools to support health & wellbeing	NHS
<a href="#">Occupational Health</a>	Appointment	Free	Local trust support for occupation health needs	NHS
<a href="#">One You</a>	Website, App	Free	Supports better health choices	NHS
<b>Physical Activity</b>				
<a href="#">Couch to 5K</a>	App	Free	9 week running programme	Public Health England
<a href="#">iPrescribe Exercise</a>	App	Free	Personalised 12 week exercise programme	NHS
<a href="#">Nike Training Club</a>	App	Free	Free exercise programmes	Nike
<b>Healthy Eating &amp; Healthy Weight</b>				
<a href="#">Change4Life Smart Recipes</a>	App	Free	Healthy recipes for the whole family	Public Health England
<a href="#">Easy Meals</a>	App	Free	Easy, healthy meal ideas	Public Health England
<b>Sleep &amp; Recovery</b>				
<a href="#">Sleepio</a>	App	Free in some regions	Online sleep improvement programme	NHS/Big Health
<b>Smoking Cessation</b>				
<a href="#">SmokeFree</a>	App	Free	4 week programme for those wanting to stop smoking	Public Health England
<b>Alcohol</b>				
<a href="#">Drinkaware</a>	Website	Free	Charity working to reduce alcohol misuse in the UK	Drinkaware
<a href="#">Drink Free Days</a>	App	Free	Supports tracking and cutting down alcohol	PHE
<b>Managing Long Term Conditions</b>				
<a href="#">HealthUnlocked</a>	App	Free	Connect with people with similar health conditions	NHS
<a href="#">My Health Fabric</a>	App	Free (with in-app purchases)	Self-help plan for long term conditions	NHS

## c. Mental Wellbeing

Resource	Format	Cost	Description	Organisation
<b>Mental Wellbeing</b>				
<a href="#">Headspace</a>	App	Free (with in-app purchases)	Mediation session to support stress, anxiety & sleep	Headspace
<a href="#">Improving Access to Psychological Services (IAPT)</a>	Appointment	Free	NHS psychological services	NHS
<a href="#">Practitioners Health Programme</a>	Appointment, Helpline	Free	Confidential, self-referral service for doctors & dentists	NHS
<a href="#">Unmind</a>	Website	Free (with in-app purchases)	Workplace mental health platform	Unmind
<b>Managing Stress, Anxiety, Depression &amp; Panic</b>				
<a href="#">Big White Wall</a>	App	Free	24h therapist support for stress & anxiety	NHS
<a href="#">Daylight</a>	App	Free (with in-app purchases)	Supporting worry and anxiety, using CBT	Big Health
<a href="#">SilverCloud</a>	Website, App	Free	8 week course to manage stress, anxiety & depression	NHS
<b>Managing Self-Harm &amp; Suicidal Thoughts</b>				
<a href="#">Calm Harm</a>	App	Free	Helps manage emotions & urge to self-harm	NHS
<a href="#">Samaritans</a>	Website, Helpline	Free	Listening service for those struggling with mental health, or thoughts of self-harm/suicide	Samaritans
<b>Bereavement</b>				
<a href="#">National Bereavement Service</a>	Website	Free	Practical bereavement support	National Bereavement Service

## d. Social Wellbeing

Resource	Format	Cost	Description	Organisation
<b>Social Wellbeing</b>				
<a href="#">Google Hangouts</a>	Website, App	Free	Video & phone messaging service	Google
<a href="#">Houseparty</a>	Website, App	Free	Video chat and games with friends & family	Epic Games
<a href="#">Netflix Party</a>	Website (Chrome extension)	Free	Host long distance movie & TV nights	Netflix
<a href="#">NCT online</a>	Website	£12-19 per hour	Antenatal and postnatal classes.	NCT Charity
<a href="#">Zoom</a>	Website, App	Free	Video & audio conferencing	Zoom

## e. Community Wellbeing

Resource	Format	Cost	Description	Organisation
<b>Community Wellbeing</b>				
<a href="#">Give Blood</a>	Website, App	Free	Giving blood & platelets to the NHS	NHS
<a href="#">Good Neighbour Network</a>	Website	Free	Over 120 local groups helping their communities	Good Neighbour Network
<a href="#">Meetup</a>	Website, App	Free	Platform to meet new people & pursue passions together	WeWork
<a href="#">Nextdoor</a>	App	Free	Private social networks for your neighbourhood	Nextdoor

## f. Financial Wellbeing

Resource	Format	Cost	Description	Organisation
<b>Financial Wellbeing</b>				
<a href="#">Citizens Advice</a>	Website	Free	Independent, confidential advice for legal & money issues	Citizens Advice
<a href="#">National Debtline</a>	Website	Free	Free, confidential, independent debt advice	Government
<a href="#">Stop Loan Sharks</a>	Website, Helpline	Free	Supporting victims of illegal lending	Government
<b>NHS Staff Discounts</b>				
<a href="#">Blue Light Card</a>	Website	Free	Online & in-store discounts for NHS workers	Blue Light Card
<a href="#">Health Service Discounts</a>	Website	Free	Discounts & staff benefits for NHS workers	Health Service Discounts
<a href="#">Health Staff Discounts</a>	Website	Free	Exclusive offers for NHS staff	Health Staff Discounts

## 12. Glossary

### **Wellness Action Plan**

- A personalised, practical tool to support the achievement of wellbeing goals.

### **Wellness Champion**

- A trained NHS staff member who conducts your Wellness Induction. The Wellness Champion will be from your NHS organisation, but will not be clinically involved or associated with you or your job role.

### **Wellness Induction**

- A private, confidential, 30 minute discussion designed to support learners in maintaining their wellbeing.

### **Wellbeing Guardian**

- The appointed member of the board who obtains assurance that the organisation's activities are not harming the wellbeing of staff.

### **Wellbeing Lead**

- A member of NHS staff who is responsible for the operational implementation of the organisation's health and wellbeing strategy and plan. Wellbeing Leads may be embedded in the organisation's wellbeing, HR or Occupational Health teams, or may hold another role in the organisation in addition to their wellbeing responsibility.