

# SUPPORT FOR EMPLOYEES



## CHILDCARE GUIDANCE

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The staff benefits and wellbeing lead is available to assist colleagues with childcare responsibilities on any childcare related enquiry, from searching for a childcare provider such as day nursery or child-minder to finding out about any financial support available to help with the costs. Contact Claire Haley, staff benefits and wellbeing lead on (0117) 342 3749 or email [childcare@uhbristol.nhs.uk](mailto:childcare@uhbristol.nhs.uk)

## AVON PARTNERSHIP OCCUPATIONAL HEALTH SERVICE

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The occupational health service offers advice on health, safety and wellbeing at work. The team operates alongside UH Bristol to ensure that your working environment is safe and offers a wide range of services to maintain and improve your health. For more information visit the Occupational Health website [www.apohs.nhs.uk](http://www.apohs.nhs.uk), call (0117) 342 3400 or email [occupationalhealth@uhbristol.nhs.uk](mailto:occupationalhealth@uhbristol.nhs.uk)



## TEACHING, LEARNING & DEVELOPMENT

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UH Bristol is committed to the training and development of its talented workforce. Provision within our education and resource centre includes a library and information service, which offers a wide range of learning and development opportunities for all staff, and the study leave policy ensures equality of access to this to all staff. For more information see the Teaching and Learning website on Connect.

## STAFF NETWORK AROUND CANCER (SNAC)

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SNAC offers support to all staff who have received a cancer diagnosis by organising workshops, providing information and opportunities to network. Workshops organised to date have covered a range of topics including managing stress, coping with side effects, managing fatigue, complimentary therapies and much more. The aim of each workshop is to provide information, support and an opportunity to meet other people who have had similar experiences.

For further information, please contact Occupational Health on (0117) 342 0612 or 0611.

## BLACK, ASIAN & MINORITY ETHNIC WORKERS (BAME)

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The BAME forum is a network of UH Bristol staff from multi-disciplinary backgrounds. It endeavours to support, involve and develop its members of diverse cultural backgrounds to achieve their optimum professional levels within their work environment.

For further information please contact Everton Barclay on (0117) 342 0020.

## COUNSELLING SERVICE

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As part of the occupational health service, UH Bristol provides a free, professional therapeutic counselling service to any staff member – who can refer themselves. Issues commonly brought to staff counselling sessions include anxiety, stress, depression, phobias, bereavement, panic attacks, and relationship issues. For more information or to make an appointment, please call (0117) 342 0611, email [occupation-alhealth@uhbristol.nhs.uk](mailto:occupation-alhealth@uhbristol.nhs.uk) or visit the Occupational Health website [www.apohs.nhs.uk](http://www.apohs.nhs.uk)

## LIVING AND WORKING WITH DISABILITY, ILLNESS OR IMPAIRMENT (LAWDII)

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The LAWDII forum enables staff and volunteers with physical, sensory or mental impairments to raise awareness of any issues they may have encountered at work. They also play a key part in problem solving and resolving concerns around any forms of discrimination; physical access problems; barriers to communication and any lack of consideration or understanding from other staff. For further details, call (0117) 342 0826 or email [LAWDII@uhbristol.nhs.uk](mailto:LAWDII@uhbristol.nhs.uk)

## LESBIAN, GAY, BISEXUAL & TRANSGENDER GROUP (LGBT)

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The lesbian, gay, bisexual and transgender staff group provides information and advice to all lesbian, gay, bisexual and trans people who work within the UH Bristol. The meetings are a safe space to talk about individual work-related issues and to seek solutions among supportive colleagues.

For further information contact [LGBTForum@UH-Bristol.nhs.uk](mailto:LGBTForum@UH-Bristol.nhs.uk)

## EMPLOYEE HEALTH & WELLBEING FRAMEWORK

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UH Bristol is committed to protecting, nurturing and promoting the health and wellbeing of its employees and volunteers as is reasonably practicable, through a supportive culture that involves the provision of relevant training to ensure that healthy working practices are developed and implemented by working in partnership with employees, staff side organisations and associated professionals.

The purpose of the employee health and wellbeing framework is to set out the roles and responsibilities of the Trust, its employees, its managers and leaders and its staff side representatives in relation to this aim.

You can view the full framework within a dedicated staff and wellbeing section of HRWeb on Connect. Here you will also find information and guidance on a wide range of topics including healthy eating, physical activity, mental health and wellbeing, weight management, men's health, our domestic violence and abuse policy and provision and so much more.

## STAFF SIDE – TRADE UNIONS

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Trade unions are organised groups of workers who come together to support each other in the workplace, negotiating with employers to improve pay, terms and conditions and ensure fair and equal treatment.

The Joint Union Committee (JUC) is dedicated to protecting your rights at work. We represent a combination of all unions operating within UH Bristol. We meet every month to discuss matters affecting all members of staff. These concerns are then discussed jointly with senior management at the monthly Industrial Relations Group meeting and the Consultative Committee meeting.

To find out more about joining a Union see Connect or contact a member of the Joint Union Committee: JUC joint chair (0117) 342 0826/0824, vice chair (0117) 342 6216 or secretary (0117) 342 9769.

## LOYALTY VOUCHERS & RETIREMENT PARTY

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UH Bristol employees with 20 years or more service are eligible for a maximum of £125 towards the cost of a retirement party held on UH Bristol premises. Loyalty vouchers can also be applied for on either first retirement or, if returning, at a later date – but only once, and are awarded for service within UH Bristol only.

- 20 to 25 years: £100 of Debenhams or Marks and Spencer Vouchers
- 25 years plus: £200 Debenhams or Marks and Spencer.

Further information about this provision can be found in the Retirement Policy and Procedure.



## RECOGNISING SUCCESS AWARDS

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The annual Recognising Success Awards, funded by Above & Beyond, celebrate the staff and trainees who transform care every day across our hospitals. Each year, staff are invited to nominate individuals and teams who:

- live our shared values
- bring our mission to provide excellent patient care, research and teaching every day to life
- fulfill the category for which they are being nominated.

The awards provide the perfect opportunity to celebrate and acknowledge the achievements of individuals and teams from all different areas and divisions. All shortlisted nominees attend an annual awards ceremony and celebration dinner. Look out for notifications in Newsbeat or from your manager or department.

## TOTAL REWARD STATEMENT

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Your Total Reward Statement gives personalised information about the value of your employment package and remuneration. For members of the NHS Pension Scheme, TRS may also include an annual pension benefit statement.

Access your Total Reward Statement plus the full range of benefits via the ESR login: [https://esr.mhapp.nhs.uk/OA\\_HTML/AppsLogin](https://esr.mhapp.nhs.uk/OA_HTML/AppsLogin)  
Click Employee Self-Service (Limited Access)