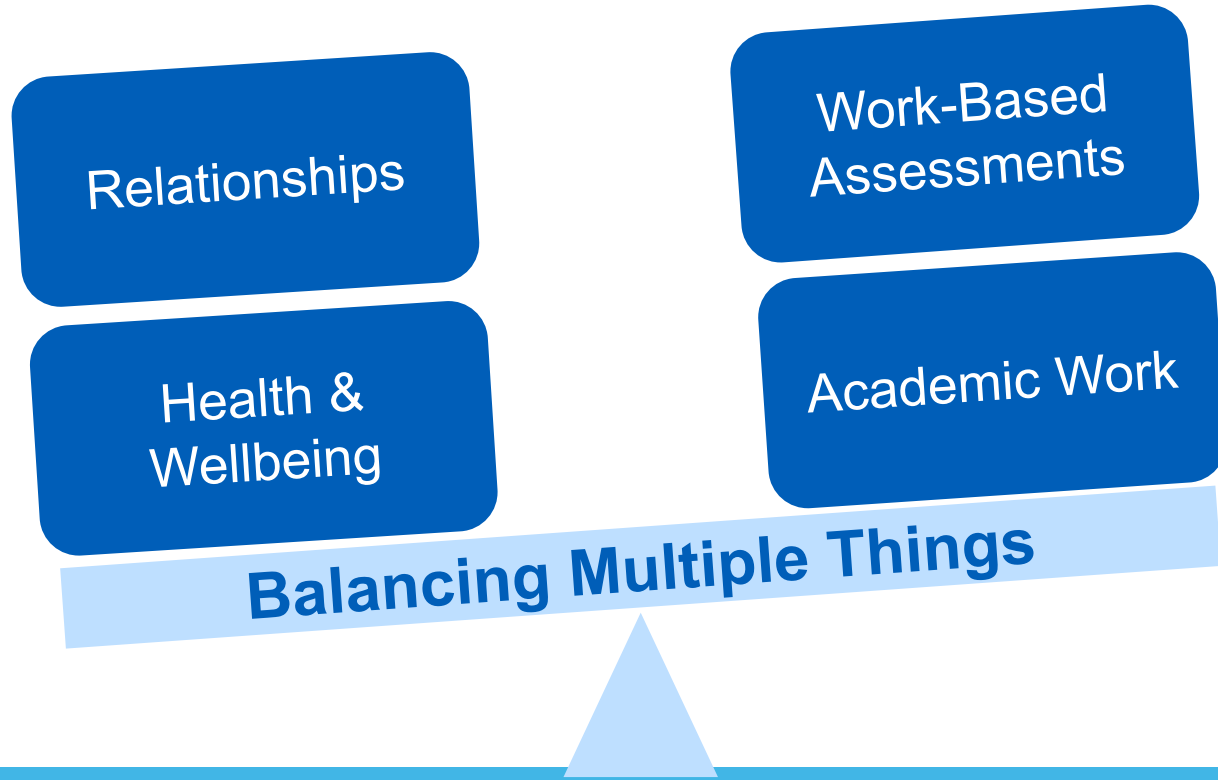


# Managing Your Health & Wellbeing



**Sally Clee, Education Training Manager, NSHCS**

# Managing Workload & Training



National School of  
Healthcare Science



Health Education England

# National School of Healthcare Science



## Training Support

[www.hee.nhs.uk](http://www.hee.nhs.uk)

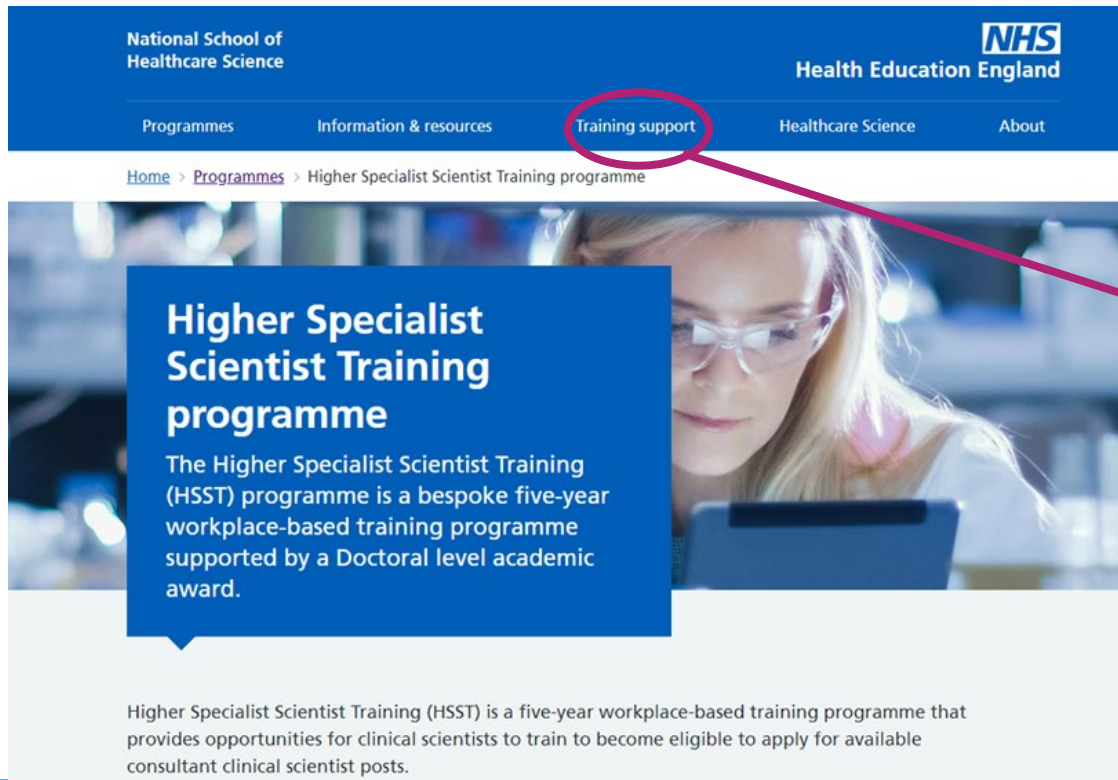
We work with partners to plan, recruit, educate and train the health workforce.



# In which areas does the School provide support for trainees?



# NSHCS & Support



The screenshot shows the top navigation bar of the National School of Healthcare Science (NSHCS) website. The bar is blue with white text. On the left, it says 'National School of Healthcare Science'. On the right, it says 'Health Education England' with the NHS logo. In the center, there are five links: 'Programmes', 'Information & resources', 'Training support', 'Healthcare Science', and 'About'. The 'Training support' link is circled in red. Below the navigation bar, there is a breadcrumb trail: 'Home > Programmes > Higher Specialist Scientist Training programme'. The main content area features a large blue box with the text 'Higher Specialist Scientist Training programme' and a description: 'The Higher Specialist Scientist Training (HSST) programme is a bespoke five-year workplace-based training programme supported by a Doctoral level academic award.' Below this, there is a paragraph: 'Higher Specialist Scientist Training (HSST) is a five-year workplace-based training programme that provides opportunities for clinical scientists to train to become eligible to apply for available consultant clinical scientist posts.'

National School of  
Healthcare Science

Health Education England

Programmes Information & resources **Training support** Healthcare Science About

[Home](#) > [Programmes](#) > Higher Specialist Scientist Training programme

## Higher Specialist Scientist Training programme

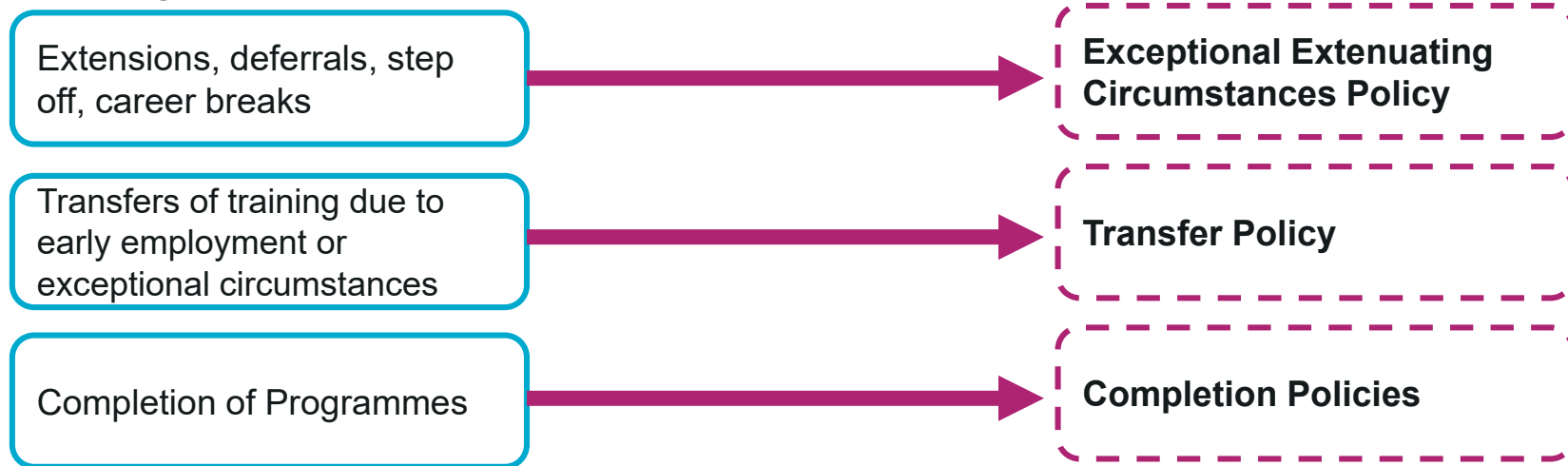
The Higher Specialist Scientist Training (HSST) programme is a bespoke five-year workplace-based training programme supported by a Doctoral level academic award.

Higher Specialist Scientist Training (HSST) is a five-year workplace-based training programme that provides opportunities for clinical scientists to train to become eligible to apply for available consultant clinical scientist posts.

[Training Support](#)

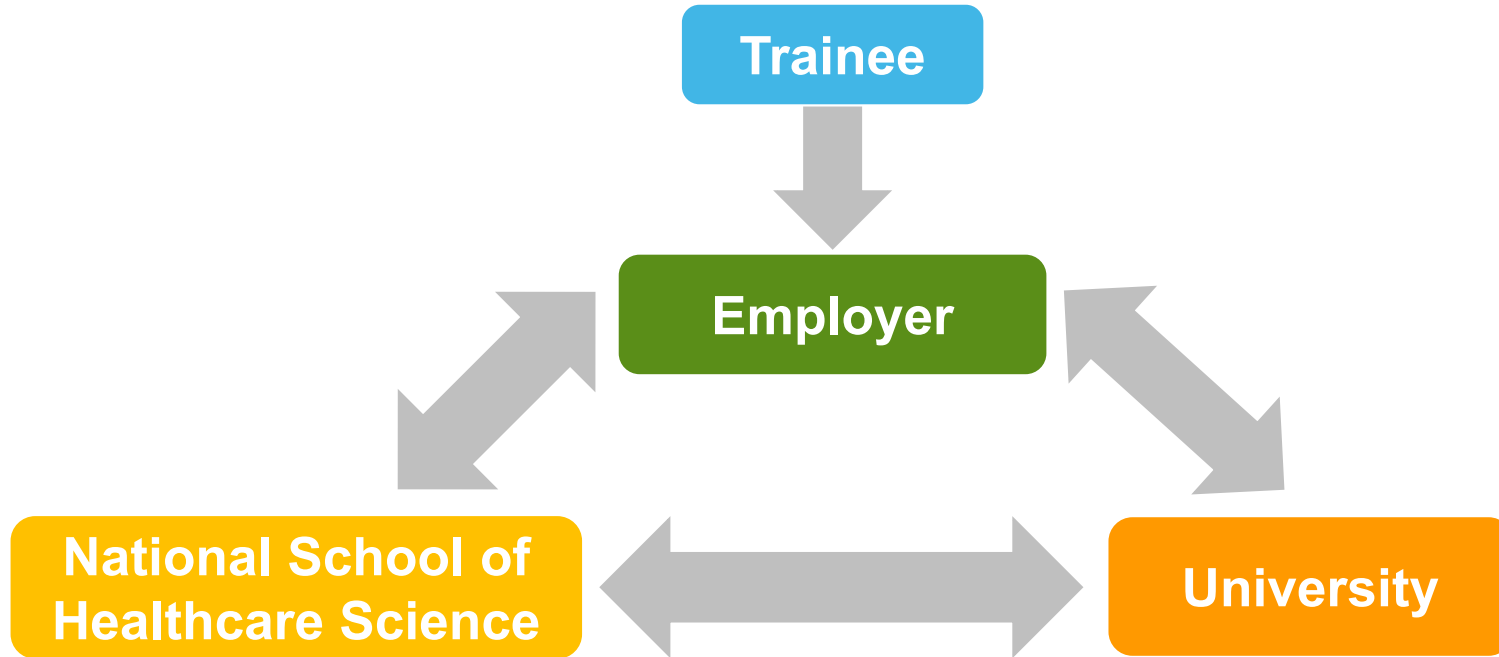
# Training Support

- The management and support of changes or issues relating to training
- Provision of framework and systems to manage necessary changes to training such as:





# Training Support Options



# Training Support Options

## Wellbeing & Self Care

- GP
- Counselling
- Occupational Health
- Diet, exercise, sleep
- Wellbeing resources
- Peer Support / Trainee Networks

## Trainee

## Training

- Training Plans
- SMART Objectives
- Regular Supervisor / Training Officer Meetings
- Open & Honest Communications
- Organised & Proactive



# Training Support Options

## Employment & Wellbeing

- HR Policies / Support
- Contract of Employment
- Occupational Health
- Freedom to Speak Up Guardian
- Local Education Support
- Salary & Non-Pay Funding
- Employee Assistance Programme
- Disability Support

## Employer

## Training

- Training Plans & Rotations
- Regular Supervision
- Mentor
- Train the Trainer
- Training Quality
- Progression Reviews & Support

# Training Support Options

## University

- Academic Teaching
- Academic Supervision
- Academic Assessment
- Academic Award
- Student Support Services e.g. wellbeing
- Learning Needs Analysis
- Disability Support

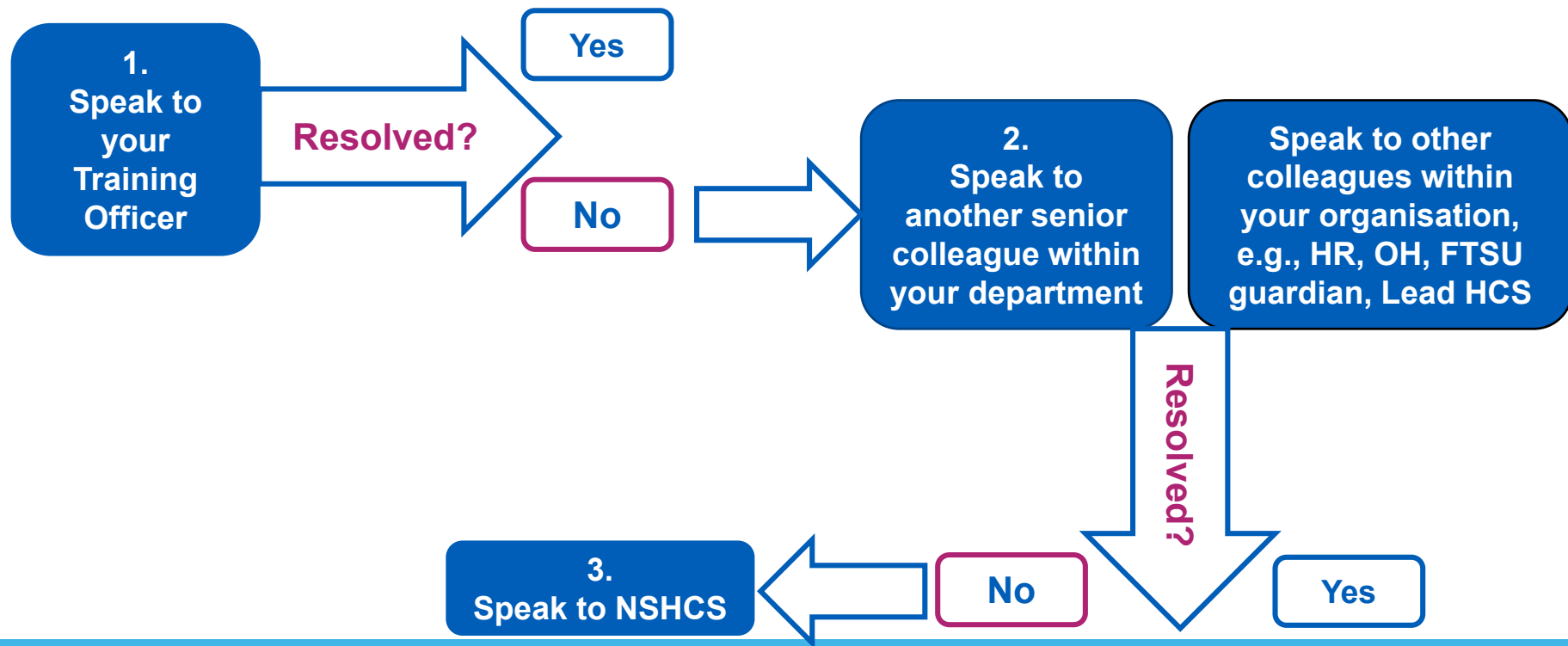
## Commissioners

- Expressions of Interest
- Funding:
  - ✓ Salary
  - ✓ Non-pay
  - ✓ Training contribution

## National School of Healthcare Science

- Changes to Training
  - ✓ Extension / Deferral/Step Off/ Career Break
  - ✓ Statutory Leave
  - ✓ Transfer / Early Employment
- Review & Support for Progression in Training
- Advice, Support and Signposting – Wellbeing & Training
- Accreditation / Quality of Training
- Scientist Advice
- Assessment of Trainees
- Completion of Programmes
- Certification
- Trainee & Other Stakeholder Networks
- Education / Train the Trainer
- Recruitment to Programmes

# Escalating a Concern



# Equality, Diversity & Inclusion



# Equality & Diversity



## Standards of Proficiency - Clinical Scientists

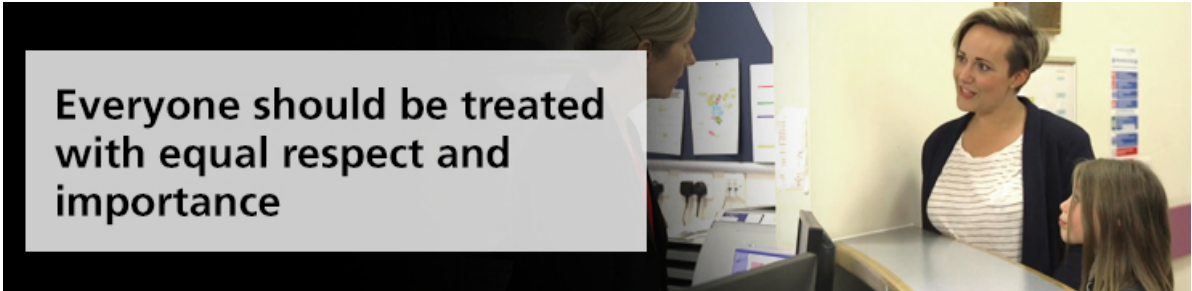
Awareness of the impact of culture, equality and diversity on practice:

- treating all patients fairly and equitably without any bias or prejudice regardless of protected characteristics
- This also means ensuring you are being treated fairly and equitably.

# NHS Constitution

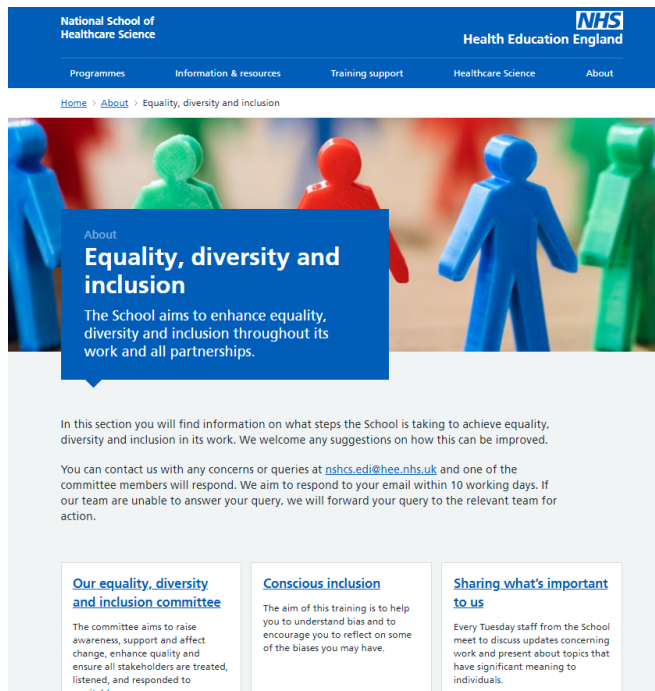
## *NHS Value: Everyone Counts*

“We maximise our resources for the benefit of the whole community, and make sure nobody is excluded, discriminated against or left behind....”



Everyone should be treated with equal respect and importance

# Equality, Diversity & Inclusion



The screenshot shows the NSHCS website header with the NHS logo and navigation links. The main content area features a blue banner with the title 'Equality, diversity and inclusion' and a sub-header 'About'. Below this, there is a paragraph explaining the School's commitment to enhancing equality, diversity, and inclusion. A contact section provides the email [nshcs.edi@hee.nhs.uk](mailto:nshcs.edi@hee.nhs.uk) and mentions a 10-working-day response time. At the bottom, there are three columns: 'Our equality, diversity and inclusion committee', 'Conscious inclusion', and 'Sharing what's important to us', each with a brief description of their respective roles.

National School of Healthcare Science  
Health Education England NHS

Programmes Information & resources Training support Healthcare Science About

Home > About > Equality, diversity and inclusion

About  
**Equality, diversity and inclusion**  
The School aims to enhance equality, diversity and inclusion throughout its work and all partnerships.

In this section you will find information on what steps the School is taking to achieve equality, diversity and inclusion in its work. We welcome any suggestions on how this can be improved.

You can contact us with any concerns or queries at [nshcs.edi@hee.nhs.uk](mailto:nshcs.edi@hee.nhs.uk) and one of the committee members will respond. We aim to respond to your email within 10 working days. If our team are unable to answer your query, we will forward your query to the relevant team for action.

**Our equality, diversity and inclusion committee**  
The committee aims to raise awareness, support and affect change, enhance quality and ensure all stakeholders are treated, listened, and responded to equitably.

**Conscious inclusion**  
The aim of this training is to help you to understand bias and to encourage you to reflect on some of the biases you may have.

**Sharing what's important to us**  
Every Tuesday staff from the School meet to discuss updates concerning work and present about topics that have significant meaning to individuals.

## EDI pages

[Equality, diversity and inclusion — About us](https://hee.nhs.uk/equality-diversity-and-inclusion/about-us)  
([hee.nhs.uk](https://hee.nhs.uk))

## EDI Leadership at the School

You can e-mail us about EDI at [nshcs.edi@hee.nhs.uk](mailto:nshcs.edi@hee.nhs.uk)

## Conscious Inclusion Training for you, your training officer & stakeholders

[Conscious inclusion — Equality, diversity and inclusion](https://hee.nhs.uk/equality-diversity-and-inclusion/conscious-inclusion/about-us)  
- [About us \(hee.nhs.uk\)](https://hee.nhs.uk/equality-diversity-and-inclusion/conscious-inclusion/about-us)



# Equality, Diversity, & Inclusion Committee

*NSHCS Equality, Diversity,  
& Inclusivity Officer*

- The School has established this group to promote and share good practice of equality, diversity and inclusivity in all areas of the School's work
- The School is collaborating with the BAME Scientist Trainee Network to improve equality and diversity for all trainees
- We review all of our work to ensure meeting EDI standards



Chanelle



**You said, we did – equality, diversity, and inclusion**

[You said, we did... — Equality, diversity and inclusion - About \(hee.nhs.uk\)](https://www.hee.nhs.uk/about/equality-diversity-and-inclusion)

# Looking After Yourself

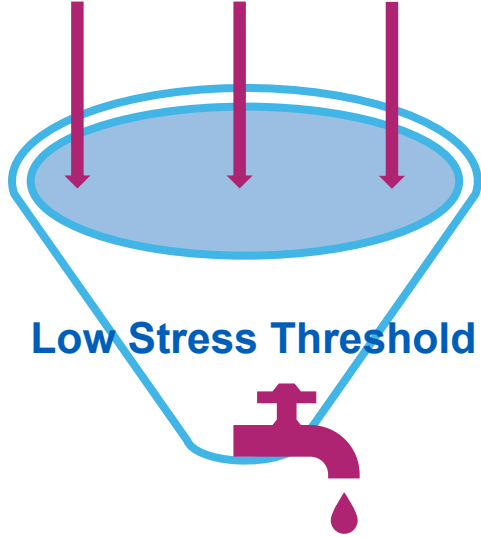




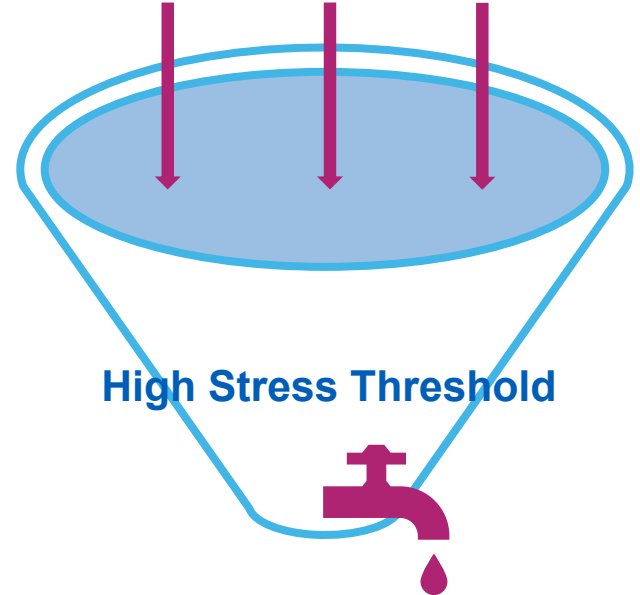
Mind Full, or Mindful?

# My Stress Container

Stress flows into the container



Stress flows into the container



**Helpful** coping strategies = tap working, lets the stress out

**Unhelpful** coping strategies = tap blocked so stress fills container & overflows

# MHFA Resources

## WEEKLY WELLBEING CHECK-UP

Try using this list each week to check in with your mental health

## #ADDRESS YOUR STRESS



### Where's my mental health today?

How do I feel today?

Mentally?

Physically?



### Looking after my wellbeing

Am I drinking enough water and eating a balanced diet?

How did I sleep last night?

Did I feel rested when I woke up?

Is there anything I can improve?



### How's my thinking today?

How are my thoughts making me feel?

Am I having unhelpful thoughts?

For free resources on spotting and challenging unhelpful thoughts, visit [getselfhelp.co.uk](http://getselfhelp.co.uk) or [moodgym.com.au](http://moodgym.com.au)



### My Stress Container

How full is my container?

Am I using helpful coping strategies?

Are they working?

Learn about your Stress Container at [mhfaengland.org/mhfa-centre/campaigns/mhaw2018](http://mhfaengland.org/mhfa-centre/campaigns/mhaw2018)



MHFA England

There are simple steps you can take to **#AddressYourStress**. Check out our resources at [mhfaengland.org](http://mhfaengland.org)

We all use unhelpful coping strategies sometimes, but as with any skill we can learn new, helpful coping strategies.

Here's some **self-care tips** to help protect against stress:

## #ADDRESS YOUR STRESS

### Try

**Get moving!** Physical and mental health are connected — so eat well and exercise to release endorphins. Find a fun activity that suits you and your schedule.



**Setting aside time** to have fun or indulge yourself — positive emotions can help build a buffer against stress.

**Learning a new skill** — whether painting, playing guitar or a new language.



**Sharing how you're feeling** — it's OK to ask for help and support.



**Switching off from distractions** — make time for yourself as a regular part of your routine. Schedule a reminder if you need to.



### Avoid

**Overdoing it** on sugar, caffeine or alcohol — they're a quick fix which can increase stress in the long term.



**Overworking** and checking your emails out of hours — we all need time to unwind.



Spending **too much of your free time** in front of a screen — phone included. Don't feel pressured to always be 'doing' something.

**Chasing perfection** — it can create unrealistic expectations. Accept that mistakes will happen.



**Bottling up your feelings** and assuming they will go away — this can make things worse in the long run.

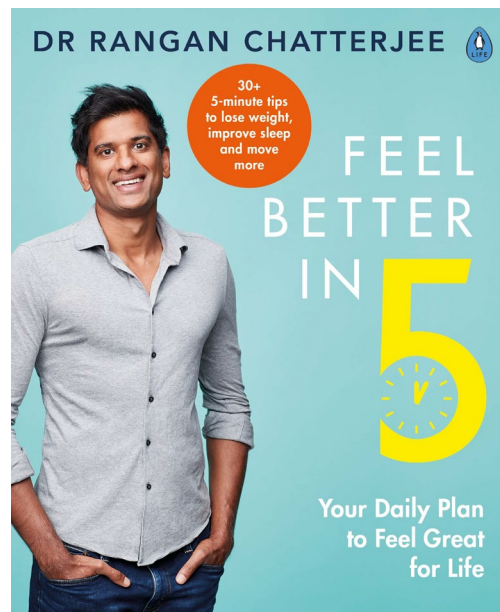
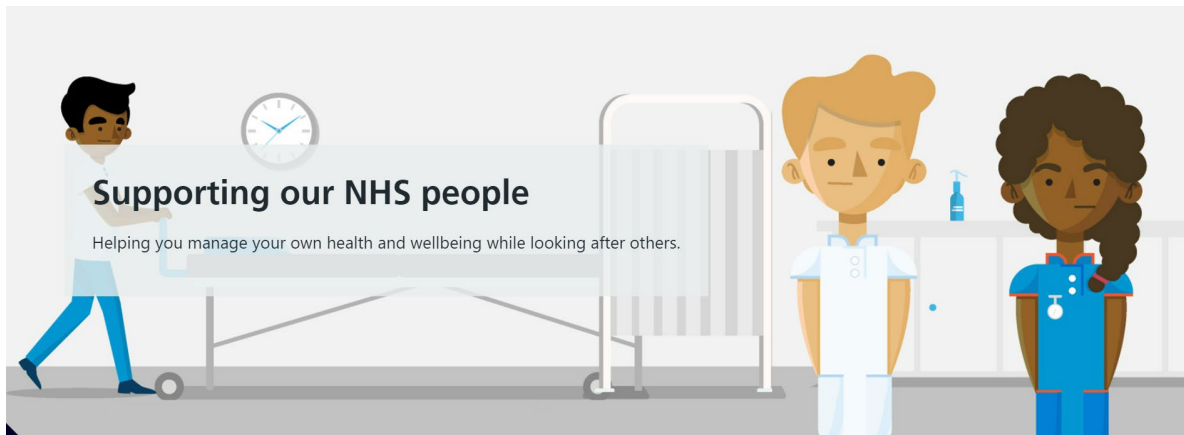


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MHFA England

# Looking After Yourself







# Managing the Stress Container

