

A serene sunset scene over a beach. The sun is low on the horizon, casting a warm orange glow across the sky and reflecting on the water. The sky transitions from a deep blue at the top to a soft orange near the horizon. The ocean waves are gentle, and the sand in the foreground is dark. In the distance, a pier or structure is visible on the right side. The text "Health and Wellbeing" is centered in a large, white, serif font, framed by two horizontal white lines.

Health and Wellbeing

Firstly...

Let's talk about the HCPC.

hcpc health & care
professions
council

Who are the HCPC?

The HCPC regulate health and care professions by setting standards around education, training and practice.

There are 15 health and care protected titles that they regulate.



HCPC Professions and Protected Titles

Arts therapists

Biomedical scientists

Chiropodists/podiatrists

Clinical scientists

Dietitians

Hearing aid dispensers

Occupational therapists

Operating department practitioners

Orthoptists

Paramedics

Physiotherapists

Practitioner psychologists

Prosthetists/orthotists

Radiographers

Speech and language therapists

Back to the reason
for this video...



Did you know
that the updated
HCPC standards
of proficiency
include standards
around your health
and wellbeing?



Standards of proficiency

- 3 look after their health and wellbeing, seeking appropriate support where necessary**
- 3.1 identify anxiety and stress in themselves and recognise the potential impact on their practice
- 3.2 understand the importance of their own mental and physical health and wellbeing strategies in maintaining fitness to practise
- 3.3 understand how to take appropriate action if their health may affect their ability to practise safely and effectively, including seeking help and support when necessary
- 3.4 develop and adopt clear strategies for physical and mental self-care and self-awareness, to maintain a high standard of professional effectiveness and a safe working environment

But what does
this mean for you?

? ? ?



This video will cover:

Why these standards are important.

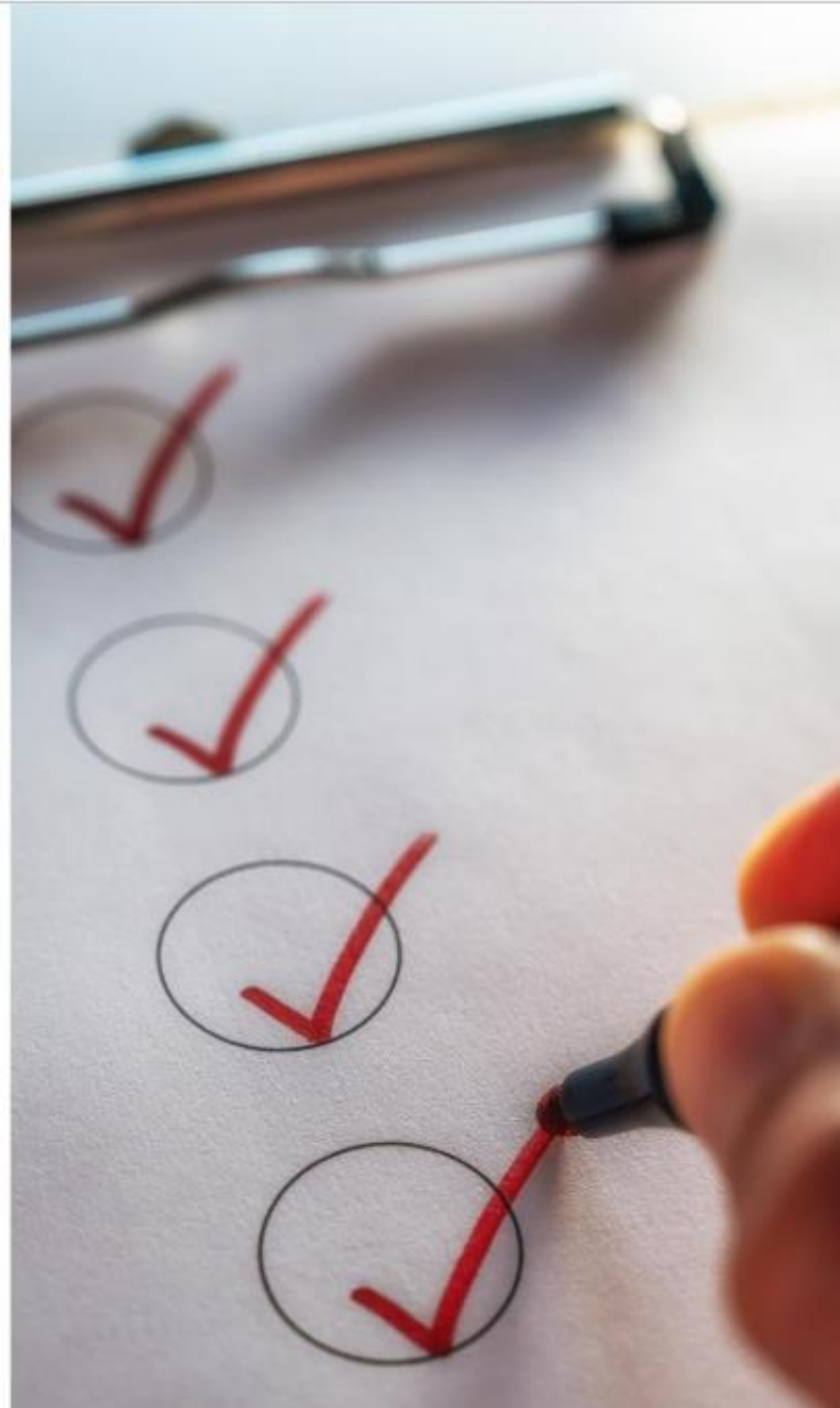
Physical and mental wellbeing.

Support and resources available.

Reporting health and wellbeing issues
to the HCPC.

Another look at the updated standards.

Take home messages.



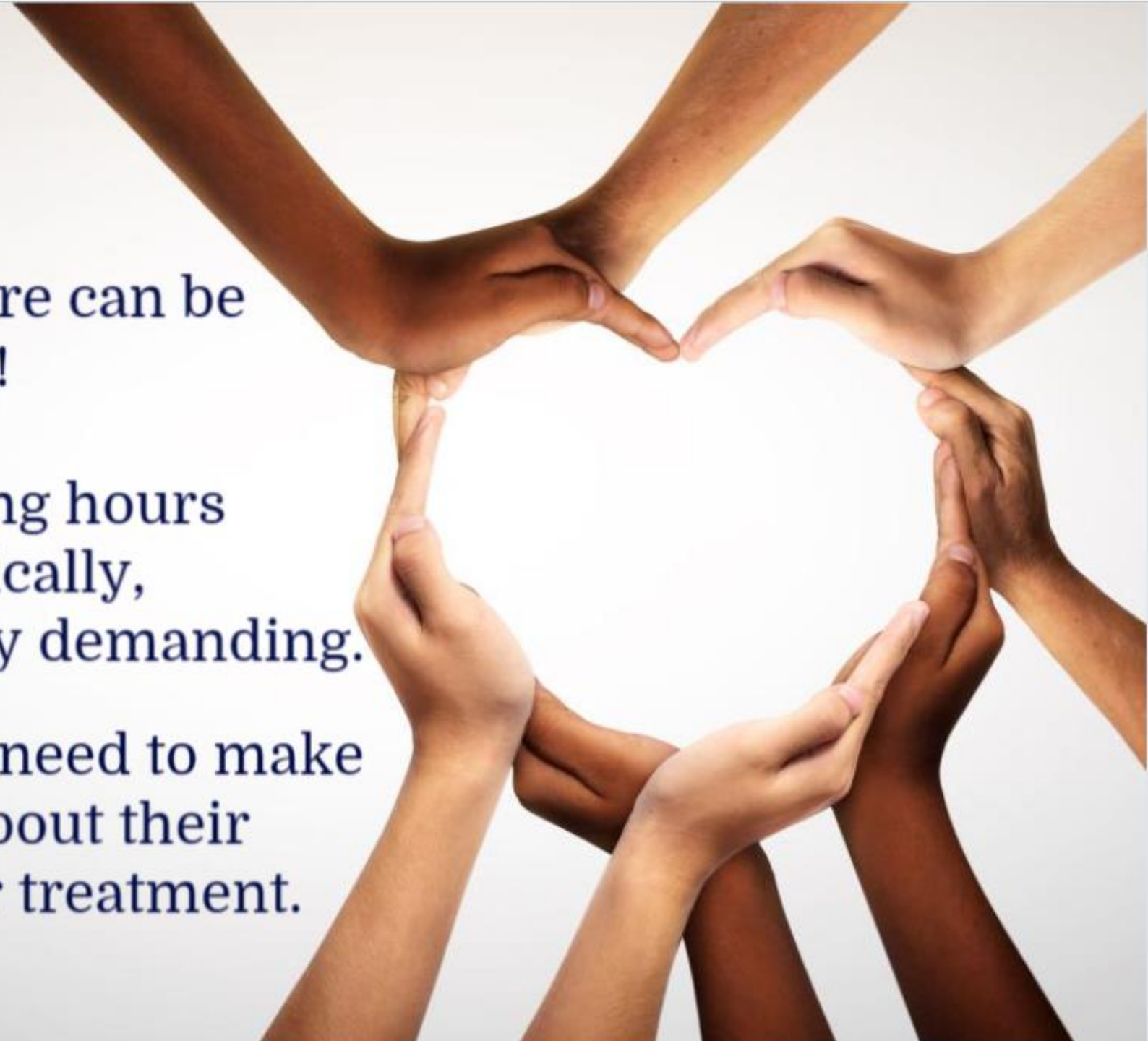
So...Why are these standards important as a health care worker?



Working in healthcare can be
challenging!

It can come with long hours
and can be physically,
mentally and emotionally demanding.

Healthcare workers also need to make
sound judgements about their
service users and their treatment.



You will be working not only with service users who need your help and support, but also their families and a whole team of others.

It can lead to you prioritising yourself and your needs last.



NHS staff wellbeing needs

Staff wellbeing is a top priority for all NHS organisations. This resource highlights the importance of the basic needs all staff need to help our NHS people feel healthy at work.

3. SELF-FULFILMENT NEEDS



I am achieving my full potential



I am thriving and love where I work



2. PSYCHOLOGICAL NEEDS



I can freely voice my concerns and I am heard



I feel respected and supported by my colleagues including my superiors



1. BASIC NEEDS



It's the little things that make the biggest difference



I can regularly take my break and have space away from where I work to rest



 **NHS Employers**

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

The NHS staff wellbeing needs poster was created based on Maslow's hierarchy of needs.

(NHS Employers, 2022)

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It is a pyramid which is built up, starting from basic needs- nutrition, hydration but also having breaks, sleep and a good work-life balance.

(NHS Employers, 2022)

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I am achieving my full potential



- Inspire and support others
- Deliver excellent patient care
- Able to develop in my role/career



I am thriving and love where I work

2. PSYCHOLOGICAL NEEDS



I can freely voice my concerns and I am heard



- Regular wellbeing conversations/team check ins
- Sense of belonging
- Freedom to speak up
- Voice is heard and counts
- Rewarded and recognised for my hard work
- Compassionate leadership
- I have a comprehensive PDP

I feel respected and supported by my colleagues including my superiors



1. BASIC NEEDS



It's the little things that make the biggest difference



- Nutrition
- Hydration
- PPE/comfortable clothes and shoes
- Toilet/shower facilities
- Sleep
- Healthy work-life balance
- Safe working conditions
- Regular breaks and rest areas



I can regularly take my break and have space away from where I work to rest

The middle section includes psychological needs, such as regular wellbeing check ins, having freedom to speak up and having a sense of belonging.

(NHS Employers, 2022)

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I can regularly take my break and have space away from where I work to rest

Leading up to the top tier of self-fulfilment needs, being able to develop yourself and others and deliver excellent patient care.

(NHS Employers, 2022)

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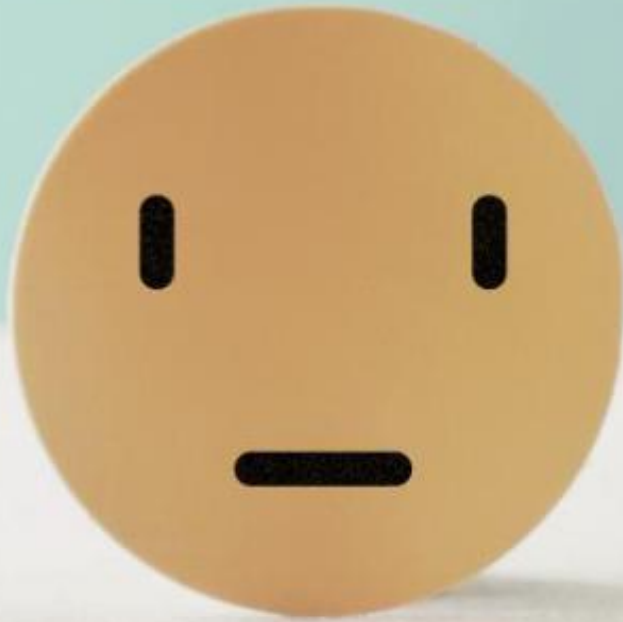
I can regularly take my break and have space away from where I work to rest



This demonstrates how healthcare benefits from its workers having their needs met- they can progress for themselves whilst also delivering a good level of care to others.

(NHS Employers, 2022)


Ways to maintain your
health and wellbeing...




Part of health and wellbeing is physical health.



There are a range of different ways that you can contribute to your physical health ...

A pair of white sneakers with white laces, positioned in the top right corner of the image.

Staying active is good for your physical health and can support you in your job role, which may be physically demanding.

A green yoga mat is rolled up on the left side. Two green dumbbells are placed in the bottom left corner.

As well as physical health, it can also support mental health.

Some ideas :

Go for a walk
Join a fitness class
Go swimming
Hula hoop
Dance
Go for a bike ride
Do a home workout





NHS better health has some great ideas
around becoming more active-

[https://www.nhs.uk/better-health/get-active
/how-to-be-more-active/](https://www.nhs.uk/better-health/get-active/how-to-be-more-active/)



You can also support your physical health by considering your eating, smoking and drinking habits.



There is information available on all of these, again via NHS better health.

<https://www.nhs.uk/better-health/>

Quitting smoking improves lung function, circulation and reduces risks of smoking related diseases such as stroke and cancer.



It can also improve your mental health, as it can result in increased positive mood.

<https://www.nhs.uk/better-health/quit-smoking/>

For information, tips to stop smoking and more, NHS better health have a dedicated web page-

<https://www.nhs.uk/better-health/quit-smoking/benefits-of-quitting-smoking/>



<https://www.nhs.uk/better-health/quit-smoking/>



NHS Better Health also has a dedicated page on drinking less alcohol, which has information on alcohol guidelines, risks of drinking too much and also the benefits of drinking less alcohol.

<https://www.nhs.uk/better-health/drink-less/>

If you are struggling to get ideas on how to eat a healthy diet, the NHS have 'The Eatwell Guide'.

<https://www.nhs.uk/live-well/eat-well/food-guidelines-and-food-labels/the-eatwell-guide/>



It breaks down the types of foods you should eat, has examples of these and the health benefits of eating them.

<https://www.nhs.uk/live-well/eat-well/food-guidelines-and-food-labels/the-eatwell-guide/>



Something that a lot of us forget
is to get enough sleep.





SLEEP FOUNDATION

A OneCare Media Company

Sleep foundation have a range of resources and information including a sleep calculator, recommended sleep amounts for age groups and sleep cycles.

<https://www.sleepfoundation.org/sleep-calculator>



SLEEP FOUNDATION

A OneCare Media Company

It also talks about consequences of sleep deprivation such as increased reaction times, reduced productivity and impairment of cognitive processes.

<https://www.sleepfoundation.org/sleep-calculator>

As well as physical health, mental health is also extremely important.



'The 2022 NHS annual survey revealed that 44.8 per cent of staff report feeling unwell as the result of work-related stress...

The NHS has been identified as having higher than average stress-related sickness absence, compared against all job sectors across the country.'

(NHS Employers, 2023)

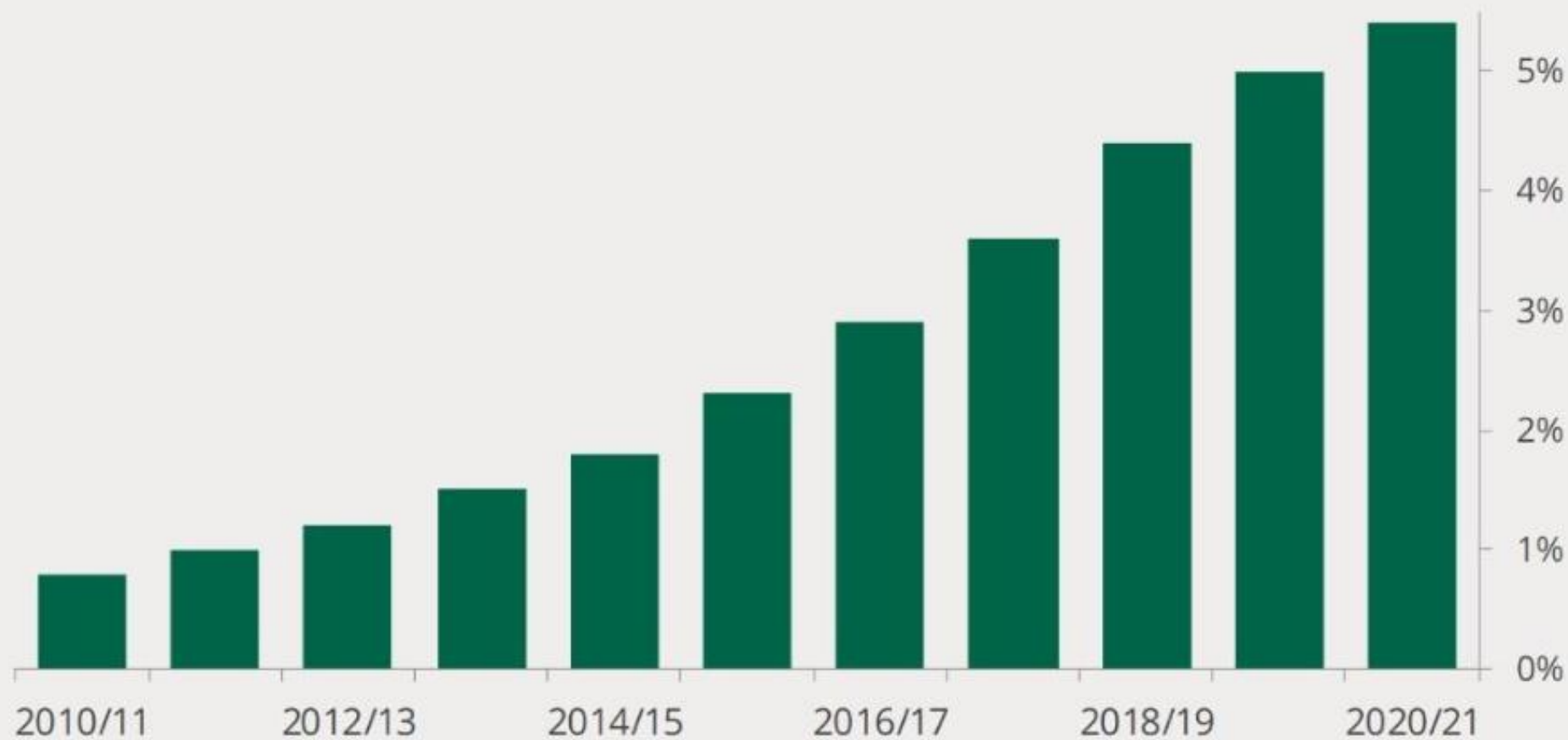


There has also been an increase in the number of mental health conditions reported by university students.



Mental health conditions reported by students in 2020/21 nearly seven times as high as a decade earlier

Home students reporting a mental health condition, England



(UK Parliament: House of Commons Library, 2023)

And despite a 450% increase in student mental health declarations over the last decade via UCAS applications,
'Alongside engineering, medicine and dentistry courses have the lowest declaration rates'

"No student should be, or fear being, negatively impacted by disclosing a mental health condition."
(UCAS, 2021)





The Stress Bucket

Mental Health UK use a stress bucket analogy- the bucket fills up when you experience stress.



Doing things that you enjoy can lighten the load of the stress bucket.

Developed from an idea by Brabban and Turkington (2002)

It's important to make time to do things that you enjoy, help you to relax and make you happy.



This could be things like:

Colouring

Cooking

Meditating

Watching a movie

Playing a game

Family time

Cleaning

Anything that you love to do!





Keep an eye on where you are on your scale of 'Thriving' to 'In Crisis'.

You can see when you are showing signs of needing to give yourself extra self care or if you need to seek help and support.

Adapted from: Watson, P., Gist, R., Taylor, V., Evlander, E., Leto, F., Martin, R., Vaught, D., Nash, W.P., Westphal, R., & Litz, B. (2013). Stress First Aid for Firefighters and Emergency Services Personnel. National Fallen Firefighters Foundation.



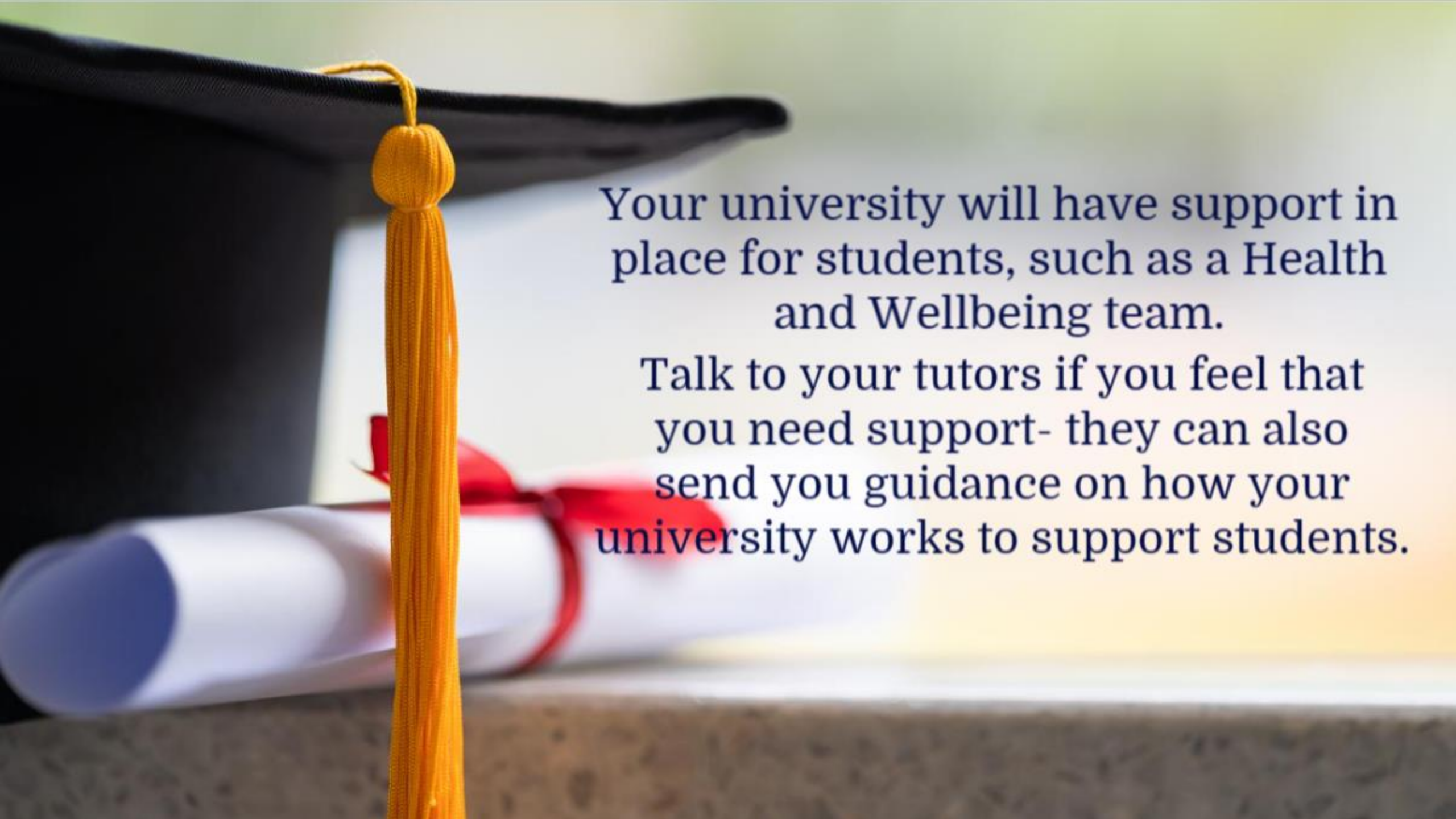
HELP

SUPPORT

ADVICE

GUIDANCE

If you ever feel like you need more help and support, there are so many options.

A close-up photograph of a graduation cap with a gold tassel hanging from the top. In the background, a rolled-up diploma with a red ribbon is visible. The background is a soft, out-of-focus gradient of light green and yellow.

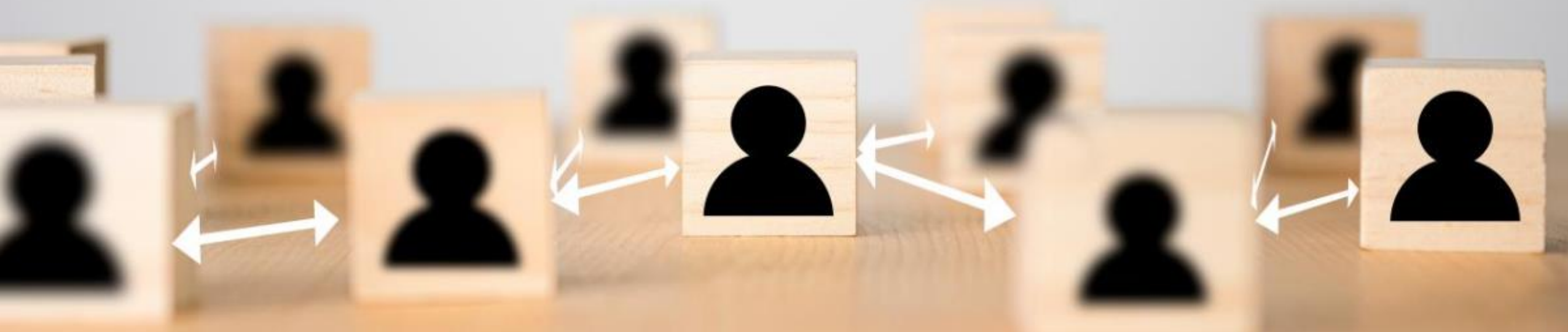
Your university will have support in place for students, such as a Health and Wellbeing team.

Talk to your tutors if you feel that you need support- they can also send you guidance on how your university works to support students.



You can speak to your GP;
they will be able to signpost you to
a range of services and consider
any symptoms to put a treatment
plan in place.

Even if you're not yet a member of the professional body or union that you are looking to join, they often have information accessible for students. Some examples are...



FUTURE WORKFORCE MENTAL HEALTH & WELLBEING PROJECT

Health Education England commissioned the College of Paramedics to undertake a 'Future Workforce Mental Health & Wellbeing Project' in response to the ongoing psychological risks facing the profession, particularly those working in ambulance services. The three interventions identified as a focus for the Project were:

1. Development of curriculum guidance regarding personal mental health and well-being for pre-registration Paramedic training.
2. Development of a wellbeing and recovery support tool for use by paramedic students and early career staff in ambulance trusts.
3. Development of a learning and development package for student and preceptorship supervisors.

Please watch the video below in which Katie Pavoni (co-Academic Lead) explains more about the focus of the Future Workforce Mental Health project and describes the three interventions in more detail.



Mental Health and Wellbeing

A collection of resources to support our members with their mental health and wellbeing.

Resources and support

NHS mental health and wellbeing hotline to support and advise healthcare staff includes volunteers from charities including Hospice UK, the Samaritans and Shout, who will listen to concerns and offer psychological support. The phone line is open between 7am and 11pm every day, while the text service is available 24 hours. The phone number is 0300 131 7000, or text FRONTLINE to 85258.



[SoR Tips on Reducing Anxiety Poster](#)- Download the breakroom and noticeboard poster for staff members

[SoR Tips on Managing Stress Poster](#) - Download the breakroom and noticeboard poster for staff members, asking the question 'How are you feeling?'

National NHS wellbeing support

The NHS nationally and locally has developed a range of wellbeing support to care for and protect all NHS people, whether at the frontline or in supporting services. All NHS staff now have access to a range of support through one point of contact:

- A free wellbeing support helpline **0300 131 7000**, available from 7am - 11pm seven days a week, providing confidential listening from trained professionals and specialist advice, including coaching, bereavement care, mental health and

financial help

The HCPC have a section on their website which includes 'Responding to stress' and 'Wellbeing resources' that are available and accessible even before your registration.

<https://www.hcpc-uk.org/covid-19/your-health-and-wellbeing/>



Mind have support sections on their website including a student specific section 'Student life and mental health'. There are links to help you connect with other people and also services that can support you, as well as information around preparing for life when you finish your course.

You can contact them for non-urgent mental health support by phone or email.

<https://www.mind.org.uk/>

**Better
Health**

**every mind
matters**

Every Mind Matters is part of the NHS and has a lot of information about a range of stress, and mental health issues. They cover a range of life events that can be challenging, mental health issues and also have some crisis support contact details via their urgent support tab.

<https://www.nhs.uk/every-mind-matters/>



You can refer yourself for Talking Therapies via the NHS rather than waiting for a referral from your GP. They offer guided self help, cognitive behavioural therapy or counselling, depending on your symptoms.

<https://www.nhs.uk/mental-health/talking-therapies-medicine-treatments/>



The NHS also have a dedicated section for students-
'Student stress'.

They have guides, tools and activities that you can access as self-help but they also offer 24-hour advice and support via their website where you can find a local NHS urgent mental health helpline.

<https://www.nhs.uk/mental-health/self-help/>

**STUDENT
SPACE**

From
**student
minds**

Student minds is a UK charity that offers support and guidance on student mental health. Their 'Student space' offers 'support through the uncertainty of student life'. They also have a webpage that you can write your own blog for. You can contact them via text, webchat, phone or email.

<https://studentspace.org.uk/support-services>



The Mental Health Foundation have advice on managing stress. They have some great tips given by the public on how to manage stress such as reading a book or going to a karaoke night! Their information is also available to download as a pdf file.

<https://www.mentalhealth.org.uk/explore-mental-health/publications/how-manage-and-reduce-stress>



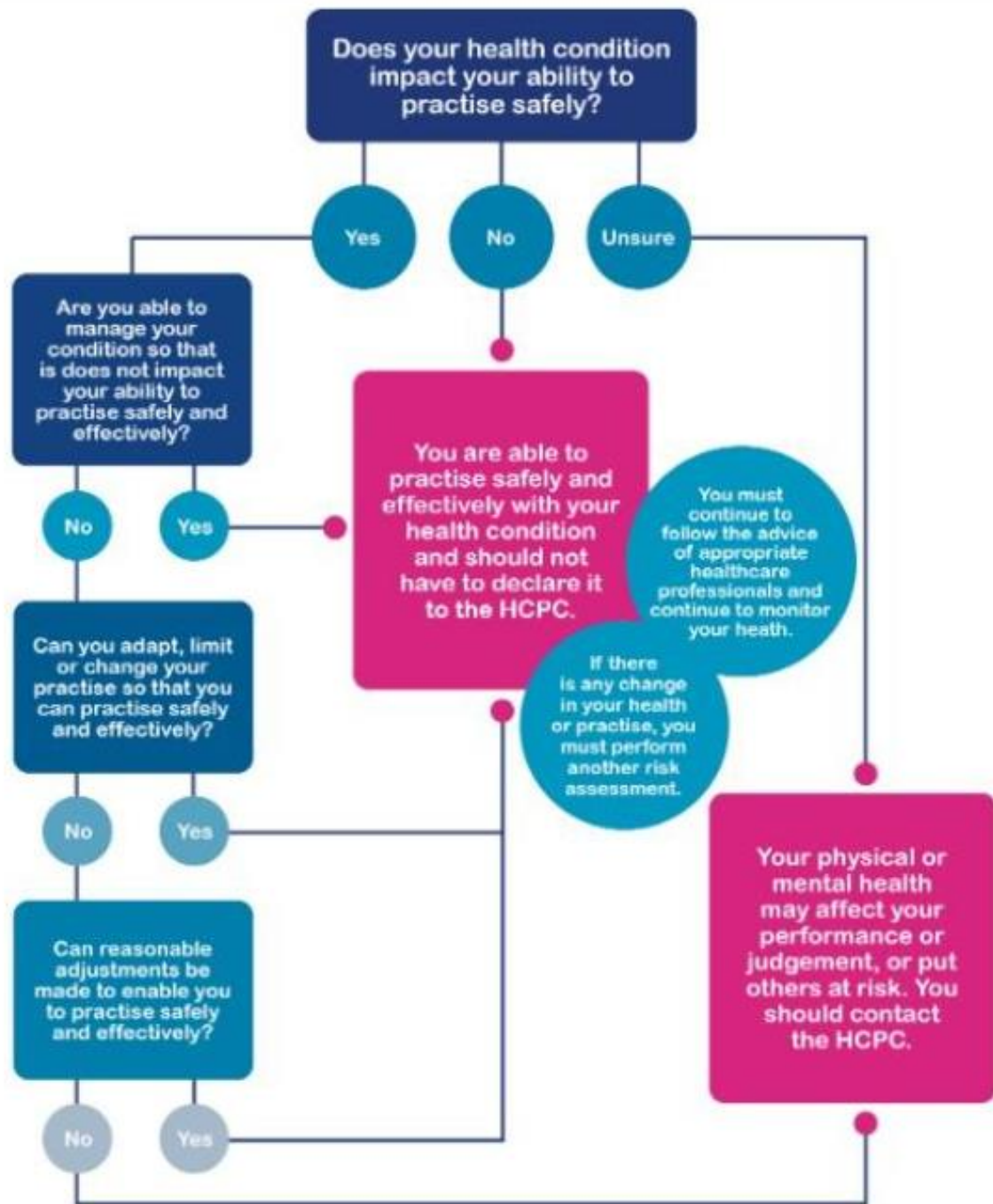
BritishRedCross

The Red Cross have a range of activities on recognising and dealing with stress. They also have a self-kindness toolkit that you can download.

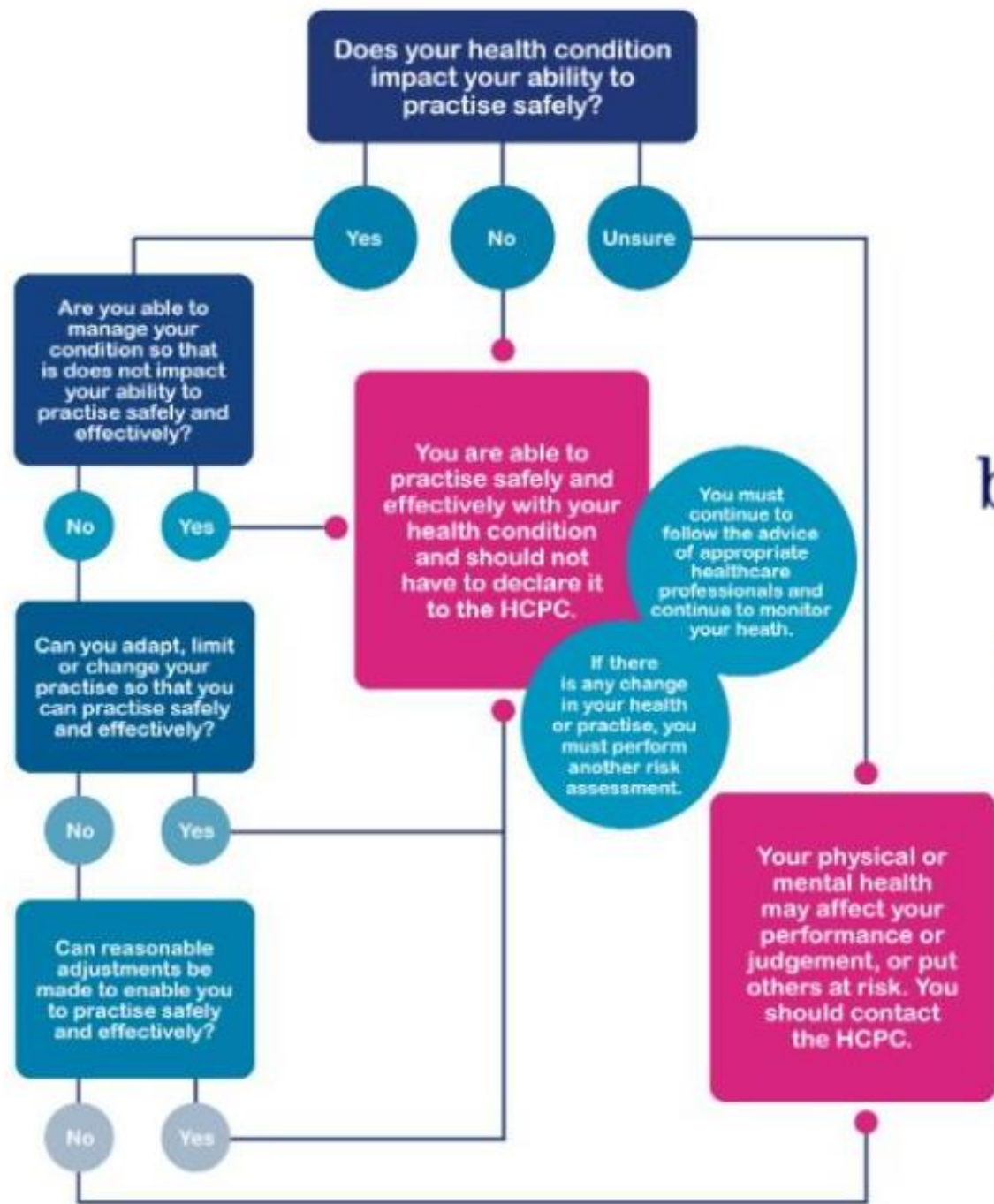
<https://www.redcross.org.uk/get-help/get-help-with-loneliness/wellbeing-support/understanding-dealing-stress>

Do you need to tell
the HCPC if you feel
that your health and
wellbeing is affected?

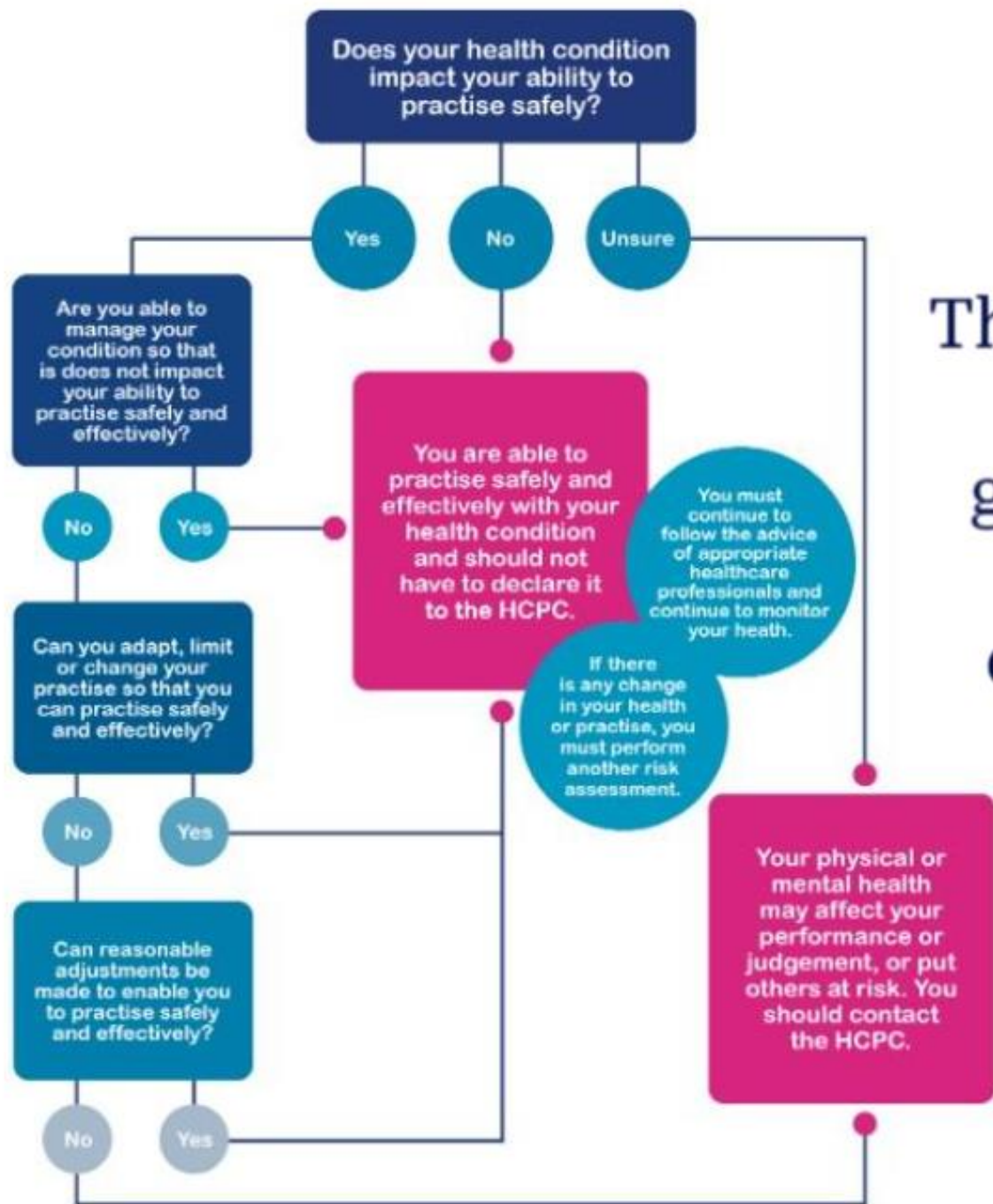




If you feel that it may or will affect your ability to practise and you are not able to manage or make adaptations then you should contact the HCPC.



It may seem scary or worrying, but they are there to offer support and guidance; it doesn't automatically mean that you will lose your registration.



There is a great case study available within the HCPC statement on guidance on health and character and suicidal ideation which outlines the process of reporting a health condition to the HCPC.

Health, safety and wellbeing

Looking after yourself, your colleagues and service users is vital when delivering safe and effective healthcare

In these pages, we will share advice and resources about managing risk, maintaining a safe practice environment and how to look after your own health and wellbeing.

These resources will develop over time. In the meantime, we have shared our current resources available on the website.



Maintaining your health and wellbeing

To be able to care for your service users, you must take care of yourself

Meeting our standards

Communication and using social media



Confidentiality



Health, safety and wellbeing



Maintaining your health and wellbeing

Protecting the health and safety of others

Person-centred care



Raising concerns, openness and honesty



Record keeping



Reflective practice



There is also a section on the HCPC website all about health and wellbeing and how it links to safe practise .

As well as the updated HCPC standards of proficiency, it also makes up part of Standard 6 of the HCPC Standards of conduct, performance and ethics.

Manage your health:

6.3 You must make changes to how you practise, or stop practising, if your physical or mental health may affect your performance or judgement, or put others at risk for any other reason.

So... coming back to those updated
HCPC standards...

Standards of proficiency

- 3 look after their health and wellbeing, seeking appropriate support where necessary**
- 3.1 identify anxiety and stress in themselves and recognise the potential impact on their practice
- 3.2 understand the importance of their own mental and physical health and wellbeing strategies in maintaining fitness to practise
- 3.3 understand how to take appropriate action if their health may affect their ability to practise safely and effectively, including seeking help and support when necessary
- 3.4 develop and adopt clear strategies for physical and mental self-care and self-awareness, to maintain a high standard of professional effectiveness and a safe working environment

3 look after their health and wellbeing, seeking appropriate support where necessary

You need to look after your health and wellbeing and if you need to, seek support.

3.1 identify anxiety and stress in themselves and recognise the potential impact on their practice

As part of this, you need to recognise when you are feeling stress and anxiety and that it can affect your work.

3.2

understand the importance of their own mental and physical health and wellbeing strategies in maintaining fitness to practise

You need to understand how important your health and wellbeing is, and how to maintain your health and wellbeing in order to stay fit to practise.

3.3 understand how to take appropriate action if their health may affect their ability to practise safely and effectively, including seeking help and support when necessary

If you feel that your fitness to practice may be being affected by your health and wellbeing, you should recognise when it's time to act and seek help and support.

3.4

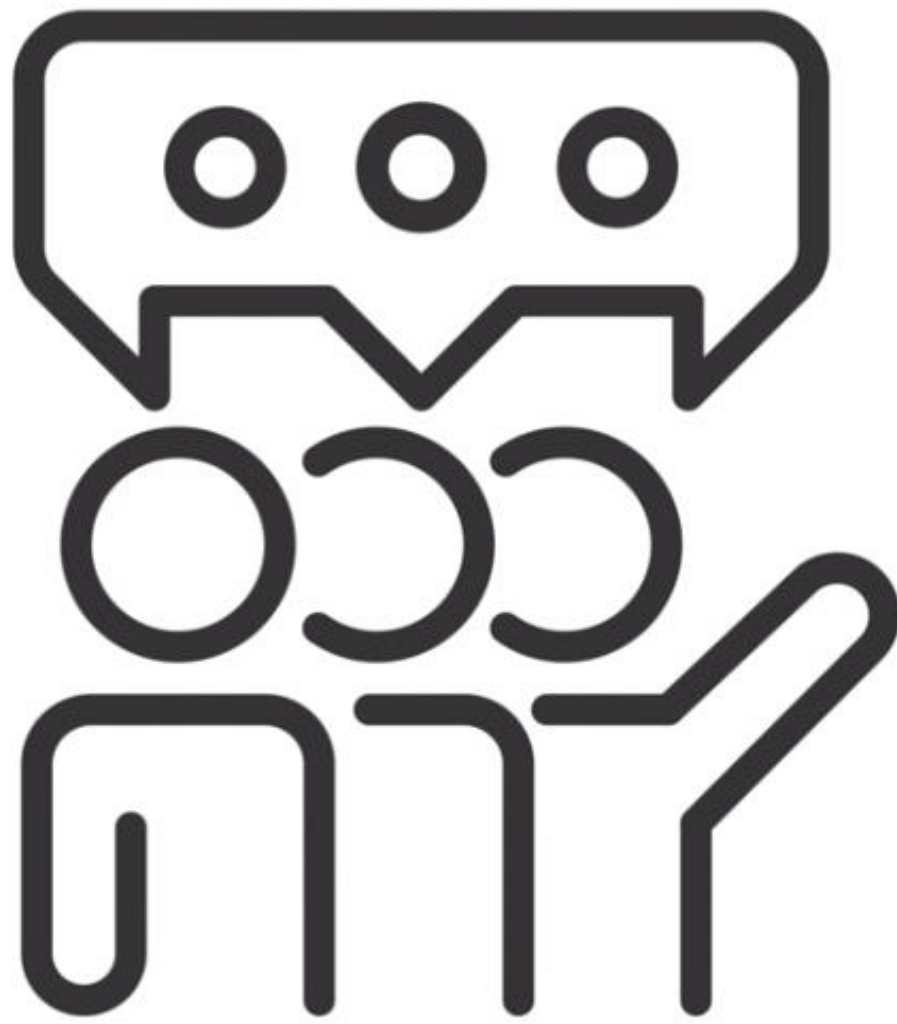
develop and adopt clear strategies for physical and mental self-care and self-awareness, to maintain a high standard of professional effectiveness and a safe working environment

And what can be put in place to keep you in a good place,
so that you can provide a good service.

Sometimes all it takes
is something small to
make a big difference.



Talk to others



A close-up, low-angle shot of a person's legs and feet as they walk on a narrow, moss-covered path in a forest. The person is wearing blue denim jeans with the cuffs rolled up and dark-colored sneakers with white soles. The path is covered in vibrant green moss and some fallen leaves. The background is a soft-focus forest with tall, thin trees and dappled sunlight filtering through the canopy.

Go for a walk

A close-up photograph of a hand pouring a golden-brown liquid, likely tea, from a clear glass teapot with a black lid into a white ceramic mug. The teapot is tilted, and a stream of liquid is captured mid-pour. The background is softly blurred, showing a window with natural light. A white text box is overlaid at the bottom of the image.

Have a tea or coffee

Read a book





Bake

Whatever you need
to do to feel like you.



Take away messages:

You need to be able to recognise when and how you should seek support for your health and wellbeing.

Both your physical and mental health are important for you, your practise and your service users.

There are a whole range of services available to support you with your physical and mental health.



To be able to care
for your service
users, you must take
care of yourself.