



HEALTH & WELLBEING AS A HEALTH & CARE PROFESSIONAL.



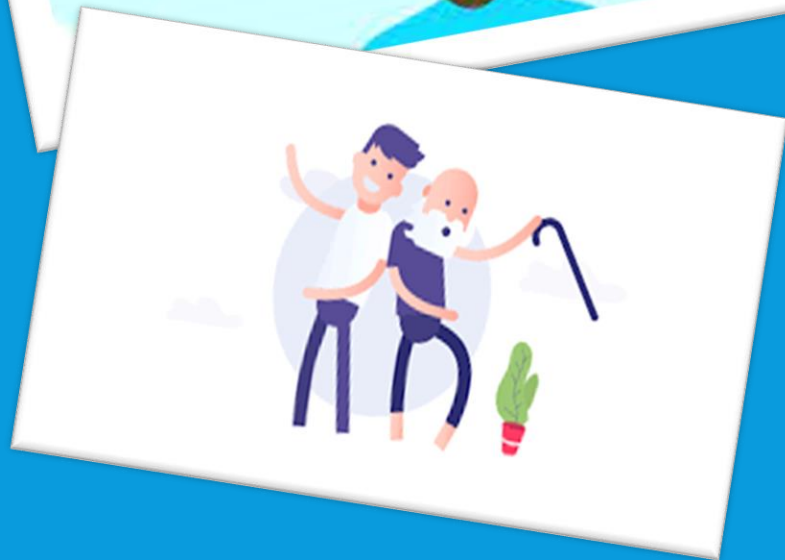
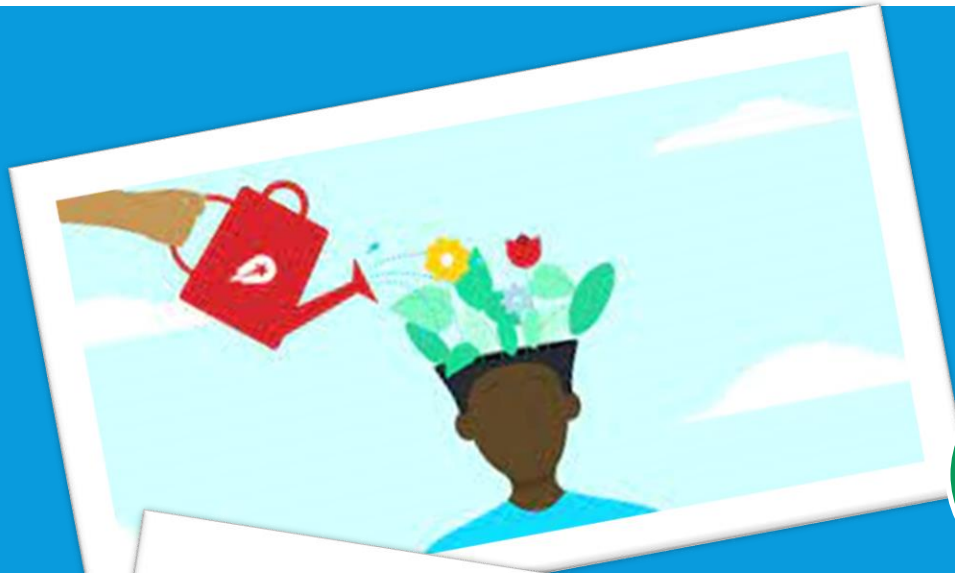
LEARNING OUTCOMES:



- What is meant by the term “healthy”?
- Legislations and standards (HCPC)
- Methods to maintain your own health and wellbeing



YOUR HEALTH & WELLBEING



What is meant by being healthy?

The World Health Organisation define health as a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity" (WHO, 1946)



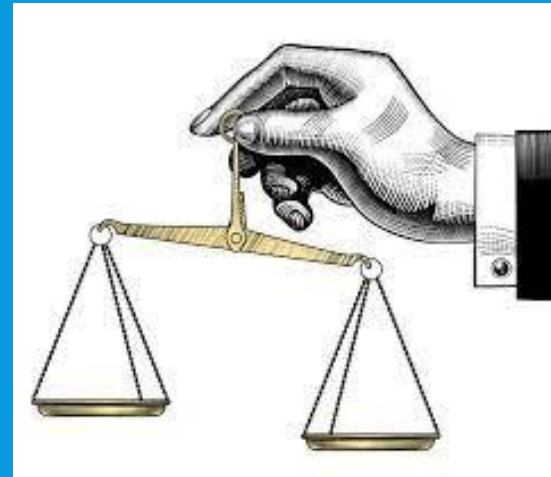
"Mental and emotional health, physical health and a healthy lifestyle all contribute to an individual's health and wellbeing" (NHS).

HCPC



Who are the HCPC?

- Regulatory body for health and care professionals in the UK
- Role to protect the public and their employees
- Have set standards of performance and education which all registrants must meet
- Can take action if a concern is raised about a professional



Standard 6.3 of the Standards of Conduct, Performance and Ethics says...

'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.'

HCPC EXPECTATIONS FOR HEALTH & CARE PROFESSIONALS

RESPONSIBILITIES OF HCPC REGISTRANTS

- 1. To make changes or stop practising if your physical or mental health is affecting your ability to practice safely and effectively**
- 2. to seek appropriate healthcare advice when there are health concerns and to follow the advice of medical professionals**

WHY IS IT IMPORTANT?



1. More Energy

2. Better decision making

3. Avoid illness

4. Save money

5. Improved patient care



REFLECTION

- Physical
- Psychological
- Behavioural



Do I need to self-refer to the HCPC?



LEGISLATIONS

The Health and Wellbeing Framework: seeks to support the HCPC's corporate strategy to create a sustainable, capable, healthy and resilient organisation.

Main objective: to improve the health and wellbeing of the HCPC employees and prevent stress for the overall benefit of employees and the organisation



The framework covers the following areas;

- ❖ Professional wellbeing,
- ❖ Work related wellbeing,
- ❖ Physical wellbeing,
- ❖ Mental & emotional wellbeing



PROFESSIONAL WELLBEING

- Learning Hub – Targeted e-learning courses
- Career development through Annual Personal and Development Reviews (APDR)
- Wellbeing workshops
- Bitesize learning
- Monthly HR Essential Workshops
- Glasstap resources for managers
- Beyond Barriers Mentoring scheme
- Professional Coaching Certificate
- Management Development Programme
- Aspiring to be Manager's programme
- Talent development framework
- Career development sponsorship
- Action learning set groups

WORK RELATED WELLBEING

- Flexible working options
- Work life balance
- Working environment
- Supportive Behaviours (leadership and colleagues)
- Wellness Days/ Workshops
- Pulse surveys
- Instant reward and recognition schemes
- EDI initiatives
- HR Policies and supportive strategies
- Workstation assessments



PHYSICAL WELLBEING

- Cycle2Work
- Discounted gym membership
- Social Activities
- My Health, My Care, My Rewards (physical support)
- Annual Flu Jobs
- Eye care vouchers
- Occupational Health

MENTAL & EMOTIONAL WELLBEING

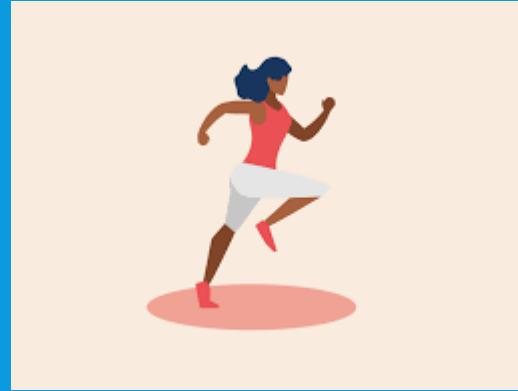
- Employee Assistance programme
- Trained Mental Health First Aiders (Wellbeing Advisors)
- My Health, My Care, My Rewards (Wellbeing Centre)
- Health and Wellbeing Initiatives
- 24/7 Mental Health Professional Advice support line
- Mental Health training and toolkit for managers and employees
- 24/7 Virtual GP



WAYS OF MANAGING YOUR HEALTH & WELLBEING



SET REALISTIC GOALS!



PHYSICAL HEALTH

Exercise

Healthy diet

MENTAL HEALTH

Meditation

Journalling

Support groups

Practise mindfulness



THINGS TO AVOID

- Developing unhealthy habits
- Undereating or overeating
- Not getting enough sleep
- Unhealthy diet
- Not drinking enough water
- Poor sleep
- Neglecting relationships





You are not alone, there is support
Take some time to focus on your health
Set realistic goals!



