



Eagraíocht Cúram Sláinte Pobail
Tuaisceart Chathair & Tuaisceart Chontae Bhaile Átha Cliath
Community Healthcare Organisation
Dublin North City & County

Staff Health and Wellbeing

The aim of this edition is to highlight the supports available to staff, working in CHO DNCC. Covid 19 has had a dramatic change on how we approach our lives both personally and professionally. This edition will also celebrate and recognise the excellent initiatives that are running in CHO DNCC and will also outline the initiatives planned over the next few months.

Occupational Health:

The Occupational Health Department is based in Connolly Hospital Blanchardstown. The Occupational Health Department accepts self-referrals and also accepts management referrals.

Occupational Health offers a rehabilitation service. The HSE is committed to the provision of workplace rehabilitation that supports and enables injured or sick employees to remain at work or return to the workplace.

This service benefits both the employee and the employer by:

Providing guidelines to managers, employees, rehabilitation professionals, HR departments and employee assist services on conducting workplace rehabilitation that assists employees affected by both work and non-work related injuries/illnesses to recover and perform duties for which they are employed.

Supports an early and safe return for the employee who has an illness/injury.

Occupational Health are available by contacting:
occ.health@hse.ie or by 01 6465220



Psychosocial Supports:

Did you know that the following supports are available free of charge for Staff:

HSE Phone line is a dedicated phone line for all healthcare workers, to give workers and managers information & advice during Covid-19.

Call: 1850420420

Online supports:

HSE Live:

www.hse.ie

Your mental health

<http://www.yourmentalhealth.ie>

Online Programmes:

HSE Stress Control on-line programme (for staff and the public). Provides stress control lectures by Jim White.

Stresscontrol.org

Silvercloud:

Is a health self directed programme for healthcare staff only. 3 online programs are available on sleep; stress and resilience.

<https://hse.silvercloudhealth.com/signup/> Once on the website, complete the sign-up process and enter the access code 'HSE2020' when prompted to do so.

Crisis Test Line:

Is a 24/7 confidential messaging service staffed by trained volunteers with clinical oversight.

Text 'FRONTLINE' or text 'TALK' to 0861800280

<http://www.crisistextline.ie/>

Employee Assistance Programme and Staff care:

Connects staff with counsellors for 1:1 telephone, video or online counselling

Mindfulness Sessions in Tayleur House during Covid 19

In order to provide support to staff as they navigated their way through the current challenges presented by Covid 19, Management on the St Ita's campus arranged to provide twice weekly drop in Mindfulness Sessions for those working on the campus during the months of April May and June. The sessions were facilitated by Mindfulness trained teacher Margaret O'Connor who is also based on the campus and these sessions were conducted under the social distancing guidelines. This initiative was very well attended and staff appreciated the opportunity to practice for 30 minutes twice a week. The Programme included sitting meditations, Body Scan, Loving Kindness meditations, some poetry and a short space for sharing. The focus was on self care and how these short periods for reflection could help staff manage the new challenges that all are now experiencing on a daily basis. Feedback from those who participated included comments such as "I find this 30 minutes of calmness really sets me up for the day". "I really look forward to this quite time and feel nourished and refreshed after it". "The meditations have given me a different perspective on things and how I can manage the stress"

North Dublin MH & St Joseph's ID Service Step Challenge

While the larger 2020 HSE Staff Step Challenge had to be postponed due to Covid-19, Tayleur House organised their own local staff step challenge which involved 65 frontline and back room staff from different disciplines who work on St Ita's Campus and the wider community taking part in a five week event. This initiative was embraced with enthusiasm and the competition was fierce. The real focus however, was on increasing individual fitness levels and it was gratifying to see so many staff who wouldn't normally be associated with heightened levels of physical activity rising to the challenge. Local businesses and organisations were delighted to come on board to support the health care workers (including Noonan's Security, Derrycourt Cleaning Specialists, Health Services staff Credit Union, Maxol Garage Donabate, Supermac's Turvey, Country Crest, Life Pharmacy Donabate, TOP Oil Blakes Cross , PNA, SIPTU, FORSA, Maxol Garage, Turvey, Supervalu Donabate, Jones Garden Centre, Donabate Pharmacy and our own Values in Action) and donated some lovely prizes which were presented by Head of Service Angela Walsh at a small socially distance gathering in Seascapes, Tayleur House on Wednesday July 22nd. Combined total steps was a phenomenal 17,906,138 and overall winner was Kate Birmingham with 602,756 steps, Caroline Larkin in second place with 533,050 steps and Cleo Murray 3rd with 529,365 steps



Photo 1: Kate Birmingham, Staff Nurse Overall Winner 1st prize 602756 steps with Ms. Angela Walsh, Head of Service Mental Health, photo 2: Dr Peter Leonard with Ms. Angela Walsh, Overall spot prize winner, Photo 3: Staff at Presentation North Dublin Mental Health Service and St Joseph's Service Steps Challenge, Photo 4: Ms. Nadia Oluwole, Spot Prize Winner, With Steps

Launch of Healthy Lifestyle Library The Phoenix Care Centre

The Staff Health & Wellbeing Team in Dublin North City Mental Health Service welcomed Ellen O'Dea, Head of Health and Wellbeing to the Phoenix Care Centre on 11th March to launch their Healthy Lifestyle Library which was funded by CHO DNCC Staff Health & Wellbeing.

The library contains a selection of books on healthy eating, exercise, mindfulness, self care and positive mental health. The purpose of the library is to allow staff access to read books on their breaks, to borrow them and share with each other. It is hoped in the long term to form a book club as a social event where staff can meet and form common friendships over coffee/lunch/walk/cycle to discuss the books they have read and recommend to colleagues.



Stress Management and Coaching for Resilience Training :

Stress and Resilience Management Training will be provided online over the next few months. This is available for all staff working in CHO DNCC. For further information contact michelle.holmes@hse.ie.

In the meantime here are some interesting resources designed to help inform you on how to build Resilience during these challenging times.

Exercise kills stress Get moving- exercise daily, get out in the fresh air, be aware of social distance and avoid areas that might be too crowded.

Give grace- stress uses up a lot of energy. Many people experience a sense of being unfocused and unproductive. Allow yourself and others time to adjust and learn new ways of coping. Be kind to each other.

Keep up social connections-whether this by letters, cards, mobile phone or other such platforms

Get plenty of sleep- create good habits around sleeping pattern, such as, no phones in the room, avoid stimulants like tea and coffee after 6 pm. Avoid over use of alcohol.

Practice deep breathing use your blue dots (see below) mindfulness, meditation or whatever helps you to turn off that stress response for a period of time.

Sit in nature and close your eyes, allow yourself to settle, and then begin to notice all the sights, sounds, and smells all around you. Be present with every aspect of the experience.

Each morning, close your eyes as you sit on your bed and gently scan down your body, feeling grateful for each part and what it does for you.

Set four alarms on your phone, morning, lunchtime, afternoon and evening. When the alarm goes off, take five long, slow, deep breaths and affirm: I am grounded, I am calm, I am present.

Make a commitment to connect within, each morning of 2020. Take a deep breath and affirm: "Today is a great day and everything always works out for me.

Drive mindfully this week if you feel stressed in the car, take a deep breath and feel your hands on the steering wheel. Know that getting annoyed won't change anything. Take your time in the car as a chance to just be with you.



Cast your minds back to all those months ago, before our world was impacted by the Covid-19 Pandemic, Tobacco Free Ireland and Health and Well-being were creating an initiative to have a Tobacco Free March. This would lead to people around the country attempting to quit tobacco use for good with support of HSE colleagues. This is where we met one of our own in CHODNCC, Shauna Strutt working for the Nursing Leadership Team in CHODNCC Mental Health Services. We caught up with Shauna over four months after she first quit on 2nd March 2020.

What helped you to quit?

“When I first found out about the Tobacco Free March, I said to myself I have to try it and I need to be one of the quit leaders to hold me accountable amongst my peers and colleagues. I got great team support and maintained full transparency throughout to ensure I stuck to it. I really didn’t want to disappoint myself, but more importantly everyone else”

How long did you smoke prior to quitting?

“Nearly 15 years, I was really young when I began smoking. I always thought I could quit whenever I wanted and wasn’t addicted, but looking back after the last four months I was really dependent on them”

Did you use any distraction techniques when you quit?

“Yes, I used to always smoke a cigarette while driving, it was a routine, so when I quit, I used to turn up the music really loud and sing really loudly to distract myself – it worked. I also had to keep myself busy, cleaning, painting, washing, just being active helped”

Did you use NRT? (Nicotine Replacement Therapy) What and for how long?

“Yes when Mary Scales, Health Promotion Officer from Health and Well-being contacted me about supporting me with NRT I jumped at the chance. I got a four week supply of the chewing gum and the inhalers. I found the inhalers brilliant as it gave the impression of having something between the fingers like a cigarette. At the beginning of June I stopped using the NRT as I felt I didn’t need them anymore”

How do you feel now since you have quit?

“Truthfully, I feel great. I am fitter, have more energy and I have started a new hobby rollerblading. I can also taste food better. I didn’t realise taste can be affected by tobacco use but now I can taste things so much more”

How much money have you saved since quitting?

“I save about €30 a week. I now spend that money on things for myself as positive reinforcement. If I want those pair of jeans or new top, I will buy them as I don’t buy cigarettes. I have more disposable income as a result of quitting”

Any further learning from this experience?

“I see it as a fresh start and I got my act together. I am 100% happy that I finally quit and have no intention of going back. I would like to be an advocate and encourage other friends and colleagues to quit if they need it”

You can also get support anytime from our QUIT team on 1800 201203 or email support@quit.ie



Shauna Strutt, CHO DNCC

Stop smoking this September!!

From September 2020 Health & Wellbeing will be supporting all staff in CHO DNCC who want to stop smoking with:

Weekly support from a Health Promotion & Improvement Officer
Up to 12 weeks of Nicotine replacement therapy if required
Contact Mary Scales (HP&I officer) on mary.scales@hse.ie or 0872832819

Alcohol Advice for the Coronavirus Pandemic

The disruption we are all facing in our lives at the moment can be difficult to cope with and can leave us feeling powerless, lonely, stressed and bored. Our emotions and moods are up and down more than normal. Dealing with all of this means many of us are drinking more than usual.

Here are some reasons you might like to cut back on your alcohol intake right now:

- We may reach for alcohol in times of stress or worry, but alcohol has a negative impact on mental health and can make stressful times feel even worse.
- When we drink too much, we can be less aware or diligent about following the physical distancing and hygiene advice which protects us from coronavirus.
- Alcohol negatively affects the quality of our sleep, making it even harder to cope in stressful times.
- Alcohol can make our immune system less effective, impacting its ability to fight off viruses.

Taking a break or cutting down on alcohol has many health benefits.

Problem drinking can cause mental health symptoms such as anxiety, depression, concentration problems, and personality changes and have negative effects on those we live with.

So set yourself a goal of drinking less today. Here are some tips to help you get there:

Don't stockpile. This advice applies to alcohol as well as food. We're more likely to reach for a drink more often if it's available to us.

Work out ways to relax and treat yourself that don't involve alcohol like reading, family board games or exercise. Develop and maintain a familiar routine that involves regular sleep, mealtimes and exercise.

If you drink, stick to the low-risk weekly drinking guidelines.

Set rules around your drinking that will help such as not drinking before 10pm, not drinking on weekdays or not drinking in front of children.

If you need it, help is available

If you find that you cannot stop drinking, contact the HSE Helpline for support on [1800 459 459](tel:1800459459) from Monday to Friday between 9:30am and 5:30pm or email helpline@hse.ie

If violence arises in your home contact Women's Aid on [1800 341 900](tel:1800341900)

[Read more about minding your mental health during the coronavirus pandemic](#)

More information is available on the HSE website www.askaboutalcohol.ie

Save money. Eat well. 10 ways to better work lunches.



It's hard to concentrate on an empty stomach. A nutritious lunch can really help to fuel you up to focus on the rest of the working day. Take time to enjoy your lunch away from your desk, ward or workstation. Preparing a lunch in the morning before work or the night before might take a bit of planning and organising, but once you get into the habit of it, making your own lunch puts *you* in control of what you eat and can even save you money. A packed lunch is nearly always cheaper than buying in a shop, canteen or restaurant. Read our 10 tips for better work lunches.

1. Thinking up ideas in the morning can be hard, so if you want to commit to bringing in your own lunch every day and want that to be tasty, appealing and varied – find time to sit down and write a plan for your lunch week before you do your shopping.

2. Buy durable food containers of various sizes.

Invest in a good food flask if you don't have the facilities to heat food at work (or don't want to join the queue for the microwave)

3. Cook enough dinner so there's leftovers for lunch. Some meals are particularly suited to this; curries, bolognese, lasagne, shepherd's pie, fish pie etc. Remember to pop it into the fridge when you get to work and reheat fully before eating. Some foods, leftover rice or pasta can be used as a base for a lunch salad.

4. Make soup in batches and freeze in single servings. This is a really quick and handy lunch. Bring in fruit on Monday and store it where you can see it. Simply seeing a food can encourage us to eat it.

4. Putting a bowl of fruit your desk or workstation could be one of the simplest and most effective ways to increase your fruit intake during the week.

6. Small servings of unsalted nuts are a good snack in the late afternoon to keep you going until dinner time.

7. Keep a stock of "just in case" emergency food supplies at work such small tins of beans or fish for the days when you've run out of everything at home bar a couple of slices of bread.

8. Buddy up with colleagues to create a stock of condiments, spices and sauces to liven up your lunches.

9. Take time to serve your lunch on a nice plate using nice cutlery. Way better than eating out of plastic containers!



What does a healthy lunch look like?

For top marks, a well-balanced healthy work lunch will contain the following elements:

- A piece of fruit.
- A vegetable .
- A wholegrain food (e.g. brown rice, wholemeal bread, wholemeal pasta, wholemeal_crackers).
- A source of calcium (milk, yoghurt, cheese).
- A lean source of protein (meat, fish, beans, pulses, nuts, eggs).
- No “rubbish” – such as cakes, biscuits or crisps, or sugar containing drinks.
- For an *even better* lunch try to avoid unnecessary packaging or plastics .



For some interesting lunch recipe ideas, [visit the safefood website](#)

October Month of Staff Health and Wellbeing Events

The Staff Health and Wellbeing Working Group are planning for 2020's Staff Health and Wellbeing Month which will take place during the month of October. Covid 19 brings challenges on what we can run this year. Social distancing and no face to face large events is proving challenging for everyone. The Group are looking at online sessions on training and online guest speakers. The Group are also focusing on the physical aspect and are encouraging locations to get involved in outdoor walks, runs ensuring social distancing is adhered to and are encouraging locations to take up the steps to health challenge which starts in September .

If you would like to get involved in Staff Health and Wellbeing or have any ideas you would like to share please contact Michelle Holmes, Lead on Staff Health and Wellbeing for CHO DNCC to michelle.holmes@hse.ie.



'Interrupt the Stress (ITS)' Dr Belisa Vranich.

THE BREATHING CLASS



What is this? Learn simple, practical ways to improve your breathing mechanics, in order to lower your heart rate and blood pressure and to reduce your anxiety levels. Helps you to be able to respond in calmer, clearer ways. Enables you to continue to breathe effectively, to maintain mental clarity, even in a crisis and helps recovery from stressful situations. Other helpful side effects include improved endurance, strength and precision for sports performance.

Who is it for? Particularly suited to first responders, frontline and all healthcare staff.

What about Social Distancing? Book a time for the 1 – 1 or small group learning by video call.

How much is it? There is no cost – this is part of the HSE Staff Health and Wellness initiative.

What does it involve? The learning, in the 1 hour session, is in 3 parts: Part 1 is assessing your Breathing IQ (B -IQ) – your range and location of breathing movement. Part 2 is sharing with you information about the mechanics and psychology of breathing. Part 3 is learning practical exercises, that can be done almost anywhere, to improve your Breathing IQ.

You will need: A yoga mat, however, please note there is very little relaxation, this is more of a workout for your breathing muscles! A soft measuring tape (to measure your rib cage circumference) Wear comfortable clothes with a soft waist-band (not tummy sucking gym gear)!! The first class will take approx. 1 hour. You can also have the opportunity for 1 or 2 individual ½ hour follow up sessions, if you would like these.

NB: This particular class is not suitable for people who are pregnant, have epilepsy, or please check first with your G.P. if you are being medically treated for high blood pressure or other illnesses.

How do I book? Please contact Jo-Anne Browne, Senior Clinical Psychologist, Certified Breathing Class and Breathing for Warriors Instructor, by emailing joanne.browne@hse.ie Please state your preferred days / times and your contact details. Places will be allocated on a first come first served basis. There are only 10 places available.



PERSONAL	WITH COLLEAGUES	WITH PATIENTS AND SERVICE USERS
Am I putting myself in other people's shoes?	Acknowledge the work of your colleagues	Use my name and your name
Am I aware that my actions can impact on how other people feel?	Ask your colleagues how you can help them	Keep people informed - explain the now and the next
Am I aware of my own stress and how I deal with it?	Challenge toxic attitudes and behaviours	Do an extra, kind thing

A Values in Action Story – Am I aware that my actions can impact on how other people feel??

'I went for lunch with a senior manager and on our way I noted that this manager was able to call everyone by their name. It was evident that this made people feel valued as they smiled in response. At a later

discussion I brought this up with the manager who said that this was a conscious effort on their part to reflect the Values in Action behaviours '

DNCC Values in Action Champion

CHO DNCC

FLU VACCINE CAMPAIGN 2020/21



**Protect yourself.
Protect others.**

We need your help!

3 things you can do to help protect against the flu:

1

Become a Flu Champion or Vaccinator?

We're looking for Flu Champions, volunteers to help support colleagues to get the flu vaccination by ensuring clinics are advertised locally and merchandise and prizes shared.

We're looking for Flu Vaccinators, clinical staff that provide the vaccine to colleagues. Full training is available.

If you're interested please let us know at:

flu.dncc@hse.ie

2

Complete the flu survey. Let us know what you think of last year's campaign and what we should do this year to promote the vaccine.

[Flu Vaccine Survey](#)

3

Get vaccinated this September/October, please get the flu vaccine to protect yourself and prevent the spread to friends, family, people you work with and those who use our services. **The flu vaccine saves lives.**

Find out more at:

www.hse.ie/flu

