



North Central London Clinical Commissioning Group

July 2020

COVID-19 HR update 8 July 2020: Domestic Abuse, Health & Wellbeing and COVID-19 Antibody Testing

This week's HR update focuses on the following areas:

- **Domestic Abuse**
- **National COVID Prevalence and Antibody Test**
- **Health and Wellbeing Tips**

Domestic Abuse

During the COVID-19 pandemic, domestic abuse charities and other organisations are reporting an increase in cases. The measures announced to tackle coronavirus have seen people's day-to-day lives drastically altered, but these changes have been essential to beat the virus and protect our NHS. The government acknowledges that the order to stay at home can cause anxiety for those who are experiencing or feel at risk of domestic abuse. The Home Office have launched a national campaign to raise awareness of the dedicated support available. The campaign highlights the support services that remain available to all individuals.

We as a compassionate NHS organisation want to make sure that all staff are well supported during this time of unusual working arrangements, and would like everyone to know that the CCG and our managers are here to support them in whatever way possible.

We have developed a [COVID-19 HR Factsheet: Domestic Abuse](#). The factsheet provides further information on the following areas:

- The definition of domestic abuse.
- The types of domestic abuse and the signs to look for.
- Practical guidance for line managers to support staff.
- Where to get help.

National COVID Prevalence and Antibody Test: UPDATE

As part of the national work into the prevalence of COVID-19, NHS staff are able to choose to take an antibody test. The test does not confirm immunity, but will determine if the individual had COVID-19 previously.

For those who have already contacted the HR team through the nclccg.hrcovid19@nhs.net mailbox to register their interest, we have recorded your details and we will contact you over the next few weeks to provide further information on the next steps, including arrangements to have the test.

If you would like to put yourself forward for a test, please email: nclccg.hrcovid19@nhs.net.



Helpful Tips to Foster Health and Wellbeing

Working in a new environment, worrying about your own or a loved one's health, and spending a lot of time in one place can all have a detrimental effect. This means that it is more important than ever to look after our mental, physical and social wellbeing.

Here are some suggested areas where simple changes can make a big difference. Why not start today?

Walking meetings – a walking meeting is simply that a meeting that takes place during a walk instead of at your workstation or office. We may find that we are sitting way too much during the day. Meetings while walking gives you the necessary 'unplugging' time whilst also getting some exercise.

Celebrate special events in creative ways – make birthdays and staff recognition fun.

Check in on 1:1 level – supporting staff well-being works best when individualized. Remember to create space at the top of your meetings for social interaction.

Annual leave – having time off work is crucial to maintaining good mental and physical wellbeing, and that includes holidays taken during lockdown. Here are some activities you can explore further during your time off:

- Declutter your environment: the decision to organise and declutter your life is not only empowering, but it can have an enormous positive effect on your wellbeing – leading to more mindfulness, reduced stress and anxiety, better quality of life and better focus.
- Do nothing. Totally switch off and do nothing by taking a complete break from technology and to-do lists.
- Learn to make a new dish online.
- Learn a new skill online.

Lastly, remember to **visit the HR page** for a range of [health and wellbeing support](#) available to all staff.

Please note that all activities outside your homes should be carried out in accordance with the [Government's social distancing rules](#).

Further information and queries

Staff and managers can contact their HR Business Partner or the HR COVID inbox nlccg.hrcovid19@nhs.net for any queries, advice or further information.