



North Central London Clinical Commissioning Group

HR update 11 May 2020: Bereavement Support and Access to a free, short health and wellbeing course

We understand that these are challenging times and many of us are under extraordinary pressure at work and at home. Those around us may be feeling unwell or worried about loved ones, and sadly some of our colleagues may have experienced a bereavement.

Facing bereavement at any time is difficult both personally and professionally. It is even more difficult in our current environment of incredibly high demands, with little to no down time, social distancing and a steady stream of anxiety-provoking media. Members of our teams will have family, friends and colleagues in critical care, with some recovering and others not.

These situations can have an impact on our mental health and it's important that we put the appropriate support in place to ensure that staff are supported in the sad instance that they are affected by a death, particularly as a result of Covid-19.

Losing someone close to us, be that a colleague or a family member or friend, can be devastating. The emotions relating to grief can also emerge without bereavement, in periods of significant change as we are in now. We know we will see many colleagues suffering the aftermath of traumatic experiences over the coming months. As such, this week's update focuses on several areas.

- Bereavement support for all NHS staff.
- Manager's guide to supporting staff during bereavement.
- Prepare Your Mind – a short health and wellbeing course.

Bereavement Support

NHS England and NHS Improvement have put together a suite of resources that aim to help all NHS staff access bereavement support during what will be a difficult time for all individuals given the restrictions and changes to normal grieving patterns and processes.

In recognition of this, you will find a selection of resources that will support you during a bereavement, be that practical next steps to take as a line manager, that has practical support and will signpost appropriately to additional resources, noting the cultural diversity of our workforce

We have added a factsheet that provides information on the following areas for all staff:

- bereavement support during Covid-19
- losing a colleague – how to access support



North Central London Clinical Commissioning Group

- when you're concerned about a colleagues.

[Find out more.](#)

A **managers guide to supporting staff during bereavement** is also available for managers. This factsheet provides support, guidance and information on the following areas.

- Guidance on good leadership during bereavement and complex grief.
- Conversations with staff:
 - when a member of staff tells you about a death of someone close to them
 - when you get in touch with a bereaved member of staff
 - when you are concerned about a colleague.
- Do's and don'ts for leading and managing a team member following a bereavement.

[Find out more.](#)

Prepare Your Mind – a free health and wellbeing course!

This short course, developed by Dr Tim Anstiss and Professor Paul Gilbert, aims to help you better manage your mind; reduce your experience and the impact of powerful negative emotions; and help you experience increased feelings of being settled, calm and focussed.

It's a free, four session, skills development course. A new session will open every three days after you enrol. Each session contains a 10-minute video, a one-page tip sheet and a 10-minute audio recording to guide your practice. You decide how much practice you do – but we suggest at least one 10-minute session each day. The course lasts 12 days and you will have access to all the content for many months.

To enrol on the course, simply:

1. Click on this link:
<https://portal.academyforhealthcoaching.co.uk/enroll/product/prepare-your-mind/>
2. Add the course to your basket
3. Click "Place order"
4. On the Checkout page fill in your details
5. Please note down the username and password you give yourself. You will need this to log onto the course (we will send you an email with the login details you created, but you should write these down as they may not make it past the NHS firewall!)
6. Complete the order
7. You will be automatically routed to your 'My Courses' page
8. Click on the course to access the content



North Central London Clinical Commissioning Group

9. A new session will be released for you every three days – please log back in to continue the course
10. Enjoy the course!

Further Information and HR email address for Covid-19 enquiries

If you have any further questions or would like any further information, please contact your the HR team via the Covid-19 email: nclccg.hrcovid19@nhs.net in order to arrange to speak to a member of the HR team.