

## Your Health & Wellbeing

Welcome to the Royal United Hospital Bath Foundation Trust and the Occupational Health (OH) Service.

The Royal College of Physicians Work and wellbeing in the NHS: why staff health matters to patient care reflects our own belief that caring for you is important to patients and carers. We hope you find the following information helpful and please contact us or your General Practitioner if you have concerns regarding your health.

If you are new to the area please registered with a local General Practitioner (GP) as soon as possible.

If you become unwell and particularly if you live alone, it's important you tell someone so they can check you are recovering as expected.

You must report your sickness as soon as possible and keep the following people updated on your progress:

**Permanent staff** inform your manager or duty shift co-ordinator or supervisor.

**Bank/Locum staff** inform Staffing Solutions 01225 82 4818.

**Doctors** in working hours inform the senior medical secretary for the specialty.

**Doctors** outside working hours inform the senior duty doctor for the specialty. If this is not possible you must contact Staffing Solutions 01225 82 4818.

**Mental Health & Wellbeing** – Caring for your mental health is as important as caring for your physical health. 1:6 people experience a mental health problem at any one time.

You can experience distress in your personal life as well as at work life and both are as important to care for. A particular area of anxiety can be if you are involved in an adverse event, such as a mistake that causes a near miss, actual or potential harm.

Most importantly, act early and don't wait hoping any unwelcome thoughts and feelings will go away.



Telephone 01225 82 4064. Fax 01225 82 5427  
Email: [ruh-tr.occupationalhealth.nhs.net](mailto:ruh-tr.occupationalhealth.nhs.net)  
[www.occupationalhealthbath.co.uk](http://www.occupationalhealthbath.co.uk)

## **Your options:**

- Talk and walk with friends and family.
- Talk to your manager or clinical/education supervisors.
- Self-refer to our confidential Employee Assistance service. Contact EAP 01225 82 5960 or 01225 82 4484 or email eap@nhs.net. ]
- Self-refer to Occupational Health to see a doctor or nurse 01225 82 5500.
- Ask for a Trauma Risk management (TRIM) assessment.

**Staff Contamination** - If you are contaminated with blood or body fluids by either a sharp device or you are splashed or bitten, you must follow the actions stated on the Staff Contamination poster, (yellow). These are displayed in all areas or found on the Occupational Health Intranet page. You must report the incident to OH on ext. 1001. Should you suffer contamination from a patient known, or suspected to be infected with HIV, Hepatitis B or Hepatitis C contact OH directly and immediately on 4064 for urgent advice. Out of hours go to the Emergency Department to be assessed. You must complete an on-line Datix incident form in all cases.

**Musculoskeletal disorders** - With staff frequently engaging in physically demanding activities, musculoskeletal (MSK) disorders are a major cause of illness and injury in the NHS workforce, estimated to account for nearly half of all NHS staff absence. If you have an MSK problem act promptly and self-refer to see the staff physiotherapist. A self-referral form is available from the Physiotherapy.

**Whooping cough**, Chicken pox, Herpetic infection, Hepatitis B, Hepatitis C, HIV and Salmonellosis infections must be reported to Occupational Health. Your work placement is an important factor in deciding if you can remain at work or not.

**Diahorrea and vomiting (D&V)** – You must notify the senior duty doctor for the speciality, who must report your absence on the D&V hotline. You must be free of D&V symptoms for 48 hours before return to work. It is also advised to take particular care when handling food for a further 3 days.

**Tuberculosis** – If you are caring for a patient suspected to have TB and has a cough, you must notify your team leader and senior nurse for the area. Your name must be recorded for TB contact tracing. If a TB sputum positive result is returned for the patient you must ensure you are contacted by OH.

**Meningococcal meningitis** – You may require prophylactic measures, please contact OH.

**Assault** - For a minority of staff, the working environment can also be a source of verbal and physical violence, bullying or harassment that damages wellbeing and staff engagement. If you are injured during the course of your work you must:

- Remove yourself from the danger
- Have any injuries attended to in the Emergency Department
- Report incident to your manager, and security team.
- Complete a Datix on-line incident report form

- Care for your mental health

**Pregnancy** – A risk assessment for all pregnant doctors must be completed by a senior doctor / manager / Supervisor, which must be reviewed as the pregnancy develops. Adjustments in a normal pregnancy, is a matter of common sense, e.g. arranging a late start or a late shift for morning sickness or increasing the amount of clinic work. More complex pregnancies can be referred to Occupational Health service for further advice. There is guidance available to provide further information in the following areas:

- Manual handling
- Prolonged standing
- Long hours of working
- On-call rota in later pregnancy
- Nights working or shift patterns
- Ionising radiation
- Nuclear Medicine
- PET CT / MRI
- Anaesthetic gases

**Visiting other countries** - Where viral haemorrhagic fever and other serious disease are present in countries you wish to visit, you must notify your team leader / supervisor. This will enable us to advise you on your return. The employing agency should make the required risk assessment, protection and training before you leave the UK.

**Wishing you well in your job.**