



HEALTHCARE PROFESSIONALS - WE ARE OUR
GREATEST TOOL AT WORK – ARE WE THE
BEST WE CAN BE? HOW TO BEGIN TO STAY
STEADY EVEN IF WE HAVE A STRESSFUL JOB.

EBMT Nurses Group Meeting, Manchester 5th October
2017

Why does our health at work matter?



“80 per cent of staff believe the state of their health affects patient care.”
(NHS Employers, NHS England)

OUR WORLD TODAY...

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- 7.4 Billion+ of us on Earth – living in around 196 countries
- 176 billion+ emails sent each day
- 3 billion+ Google searches each day
- Worldwide revenue pharmaceuticals 2001 \$390.2 billion USD, 2011 = one trillion USD
- Tallest buildings e.g. Burj Khalifa, Dubai height 2,717 ft, Makkah Royal Clock Tower Hotel, Mecca 1,972 ft, One World Trade Center, NYC 1,776 Ft
- Man preparing for Mars – one glove \$1 million, Launching a space shuttle \$450million (there have been 130 of them)
- Infrastructure, roads, air, technology, exports, energy
- Innovation – Global Innovation 1000 companies that spent most on innovation last year invested \$647 billion
- Global Market research spending \$40 billion +/R&D \$473 million in 2013

Yet -WE LIVE IN A WORLD OF ATROCITIES

e.g.

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- 29 million+ living in slavery
- \$86,792,235,792 spent on illegal drugs
- 125 million girls/women alive today have undergone female genital mutilation
- The number of people with diabetes has risen from 108 million in 1980 to 422 million in 2014 (WHO)
- "One-fifth of adults worldwide will be obese by 2025," (NHS Choices)



Why are these stats and facts important?

Because Even though we know how to take care of ourselves our lifestyle is not supporting us as much as it could do

And when we don't take care of ourselves even in the simplest of things like drinking enough water each day, it can have a 'ripple' effect – not only can it effect how we feel, it can lead to being under the weather or feeling stressed and, it can impact on our work, and on the way we interact with our teams too.

Lifestyle is a place to start

- Over 95% of the world's population has health problems, with over a third having more than five ailments - http://www.who.int/nutrition/topics/2_background/en/
- Lifestyle disease: A disease associated with the way a person or group of people lives. Lifestyle diseases include atherosclerosis, heart disease, and stroke; obesity and type diabetes; and diseases associated with smoking and alcohol and drug abuse. Regular physical activity helps prevent obesity, heart disease, hypertension, diabetes, colon cancer, and premature mortality - <http://www.medicinenet.com/script/main/art.asp?articlekey=38316>

Lifestyle...

- “Illnesses associated with lifestyle cost the NHS £11bn”
<http://www.bbc.co.uk/news/health-37451773>
- “Nine in 10 cancers caused by lifestyle” “Our research has shown that many cancers are caused by external factors, and that there are changes that we can all make to our lifestyles to significantly reduce our risk of cancer.” <http://www.telegraph.co.uk/news/health/news/12055206/Nine-in-10-cancers-caused-by-lifestyle.html>
- “Lifestyle' diseases the world's biggest killer” “Non-communicable diseases are now the leading cause of death around the world, with developing countries hit hardest, according to a new report from the World Health Organisation (WHO).” <http://www.abc.net.au/news/2011-04-28/lifestyle-diseases-the-worlds-biggest-killer/2695712>
- “Nearly Half of US Deaths Can Be Prevented With Lifestyle Changes.” <http://time.com/84514/nearly-half-of-us-deaths-can-be-prevented-with-lifestyle-changes/>

The quality of our work starts with our quality – what is quality?

- Our skills, knowledge, accreditation? OR The quality of ourselves?
- What makes our quality? – our health, wellbeing, quality of presence, our relationship with ourselves, our honesty, awareness, learning, daily life as medicine – responsibility is also daily medicine.

Stress – what is it?

- We often use the word ‘stress’ in general terms but unless we are specific about it e.g. I feel stressed because of my bus journey to work – we feel disempowered at work and overwhelmed.
- If we feel stressed – observe, become aware of the small factors and see whether we have choices.



WORK— HOW FIT ARE WE?

What's going on with 'work' in our world?

Work – are we ‘fit for work’?

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- One in four adults worldwide worked full time in 2013. 3.5 billion + working.
- Millions+ of workplaces/businesses...to run our planet
- HSE - GB - 2014/2015 23.3 million days lost due to work-related ill health and 4.1 million due to workplace injuries
- HSE – GB - On average each person took around 15 days off work, 19 days for ill health and 6.7 days for injuries
- HSE – GB - **Stress**, depression or anxiety (9.9 million days) and musculoskeletal disorders (9.5 million days)

Healthy Staff make Healthy Organisations

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- One of the biggest challenges facing organisations in modern times is our declining health – as citizens, carers, as healthcare professionals and as leaders/employees.
- In organisations a decline in health causes a decline in focus, productivity and clarity, yet we can remain primarily focussed on financial factors, technology, infrastructure and systems as the first port of call when our organisations or teams are failing.

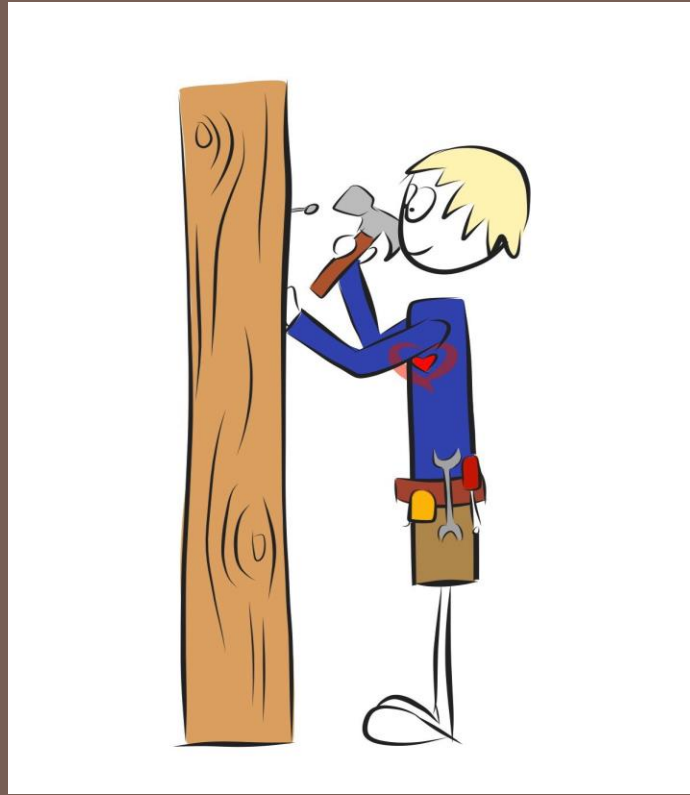
Why are we not raised to know we need to be fit for work? Fit for life?

- In our world, our upbringing, why don't we make the physical body the centre of all things given it is a key unit of productivity and expression?
- Why isn't care for our physical body/health and wellbeing one of our key responsibilities in our job advertisement or job descriptions or annual appraisal?
- Why aren't our organisations measured on the health of the workforce? After all we are a health service? E.g. so that at the end of each week/year as well as some of the other indicators we value the quality of our workforce – how vital and well everyone is?

Where does organisational wellbeing start?

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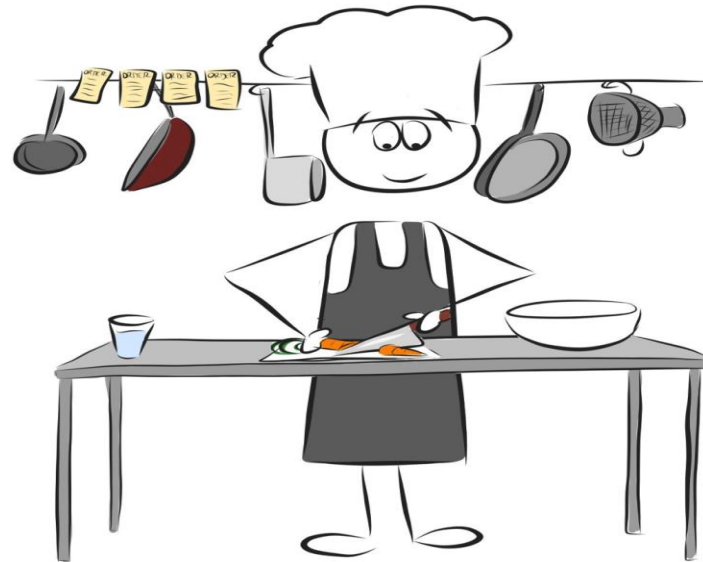
- With us, with you, me, all of us as units of productivity – we can either shine or not - we are the instruments of change
- It starts with the **quality** of the way we are, our vitality – practically and physiologically
- *E.g. put 1.4 million NHS staff onto a practical self care programme and you have the biggest customer care and public health programme – an army with a lived experience of health and wellbeing.*



OUR HEALTH – AS THE
FOUNDATION TO LIFE AND
WORK.

I matter – we matter

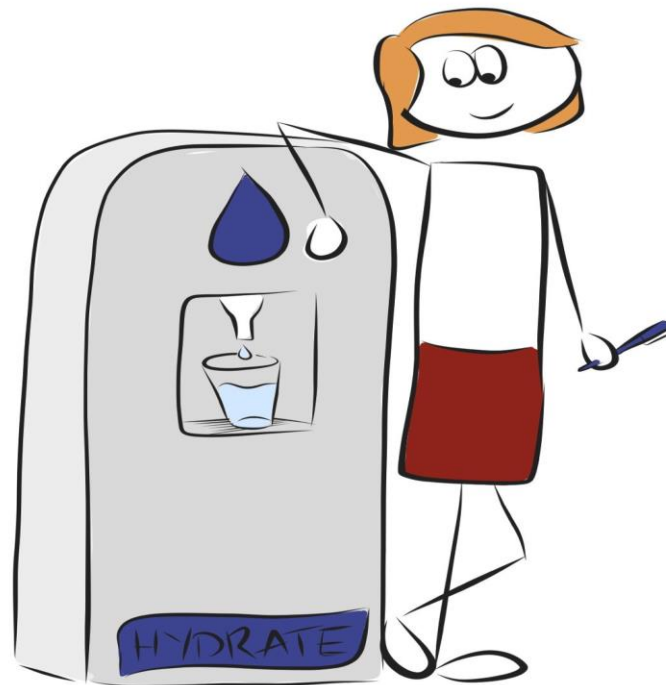
Staying resilient (staying steady) a baseline to managing stress



MY FOUNDATION

How do you start your day?

Consider who the most important people are in your life? Who are the most important people At work?



Our relationship with ourselves is foundational to health and wellbeing

- Everything starts with our relationship with ourselves – *what is the quality of our relationship with ourselves? (love affair? Love/hate?)*
- **How much do we truly know about ourselves?**
- Julia Roberts, Runaway Bride – eggs (you Tube Clip)
- Where do we start? – reconnecting to ourselves and living life as a ‘study’ where we understand ourselves in any given situation, we know what works and what doesn’t work – no rush, take your time to get to know you...

Everyone knows how to take care of themselves

- What do you already do to take care of yourself at work? and *how do you know?*
- Why is it that we don't take as much care of ourselves as we could at work and in life? What gets in the way?



What gets in the way of our resilience? E.g. ideals and beliefs, and cultures/societal norms?

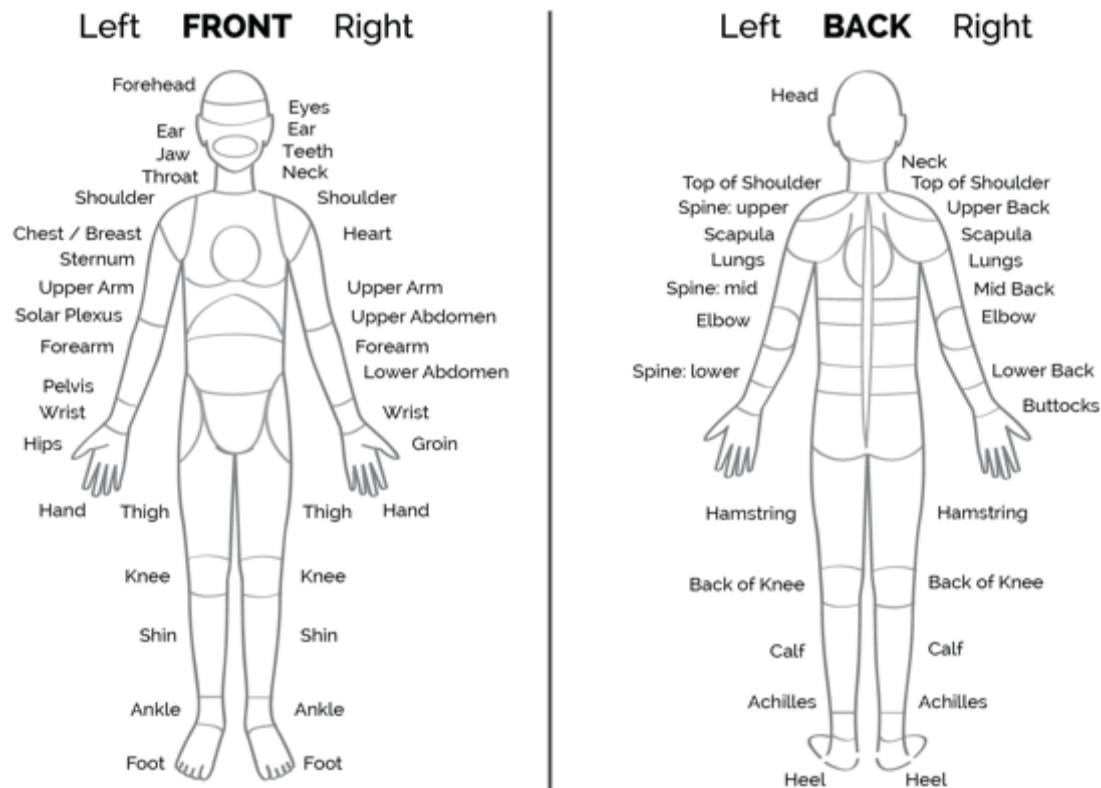
- Its what everyone does...
- Self care is selfish
- Being a 'good girl/boy'
- Putting everyone else's needs before your own
- Patient first/caring profession
- Why would I bother? I don't deserve it... Am I worth it?

Our body as our barometer

- Our body is speaking to us all the time, what does it say? What do you already know about your body?
- What feelings do you override?
- What feelings do you take notice of?
- What could you pay more attention to?

How regularly do we check in with our body? It is always communicating to us and is our best navigator through life.

Take a moment – how does your body feel? Eyes closed, eyes open...



Why is the body important?

- *“Your body is real and it is always truth-full. This is because it is with you in everything you do” Serge Benhayon (2011:591)*
- *It is the best place to start and can be the best barometer at any given time of how you are and it can help you make choices too.*

Where does organisational or team wellness and productivity start?



The False Economies of my productivity at work – where can we find a productivity edge in our modern day workplaces?

What things do you/we do at work that don't support us?

- What habits do we have?
- Where do we over ride what we feel?



We are less productive when:

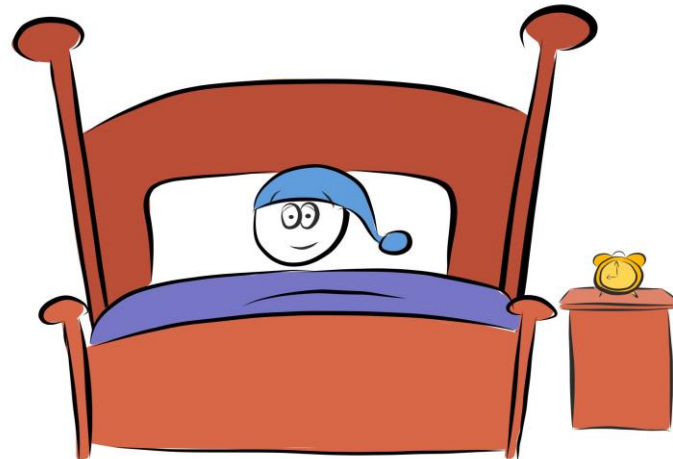
- ❑ We don't pee on time (!) (it is harder to focus, to concentrate and can cause problems with our urinary system later on in life)
- ❑ We are dehydrated (it is harder to focus)
- ❑ We are undernourished or are using food to 'keep us going' which gives us highs and lows (e.g. sugar, sweets, chocolate, cake)
- ❑ We over eat (we become sluggish)
- ❑ We don't get enough sleep or rest during our week (we are tired and it is harder to focus and concentrate)
- ❑ We sit or stand or work in a poor posture (we get aches and pains)
- ❑ We are not wearing adequate clothes e.g. being chilly in air-conditioned workplaces or having uncomfortable shoes. (being chilly doesn't support our health, or ability to focus/concentrate – we harden and it isn't so easy to move)

How can we serve others if we are not serving ourselves?

The true delivery of service begins first by delivering that same service to self in every way, and to all others by the same manner, that are within the group, before any organisation can truly serve' (Serge Benhayon 2006).

Your 'self-care' Plan

Take a moment to write up a simple 'self-care' plan for you (something you can put all your clients on too)



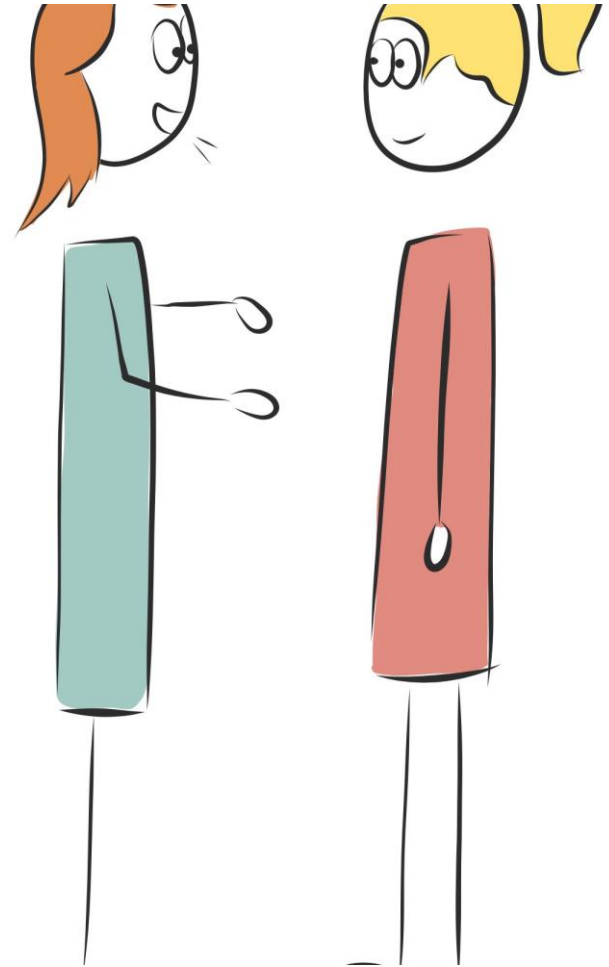
RELATIONSHIP HEALTH AND FOSTERING CARE AND SUPPORT IN OUR TEAMS

What is the quality of our relationships at work?

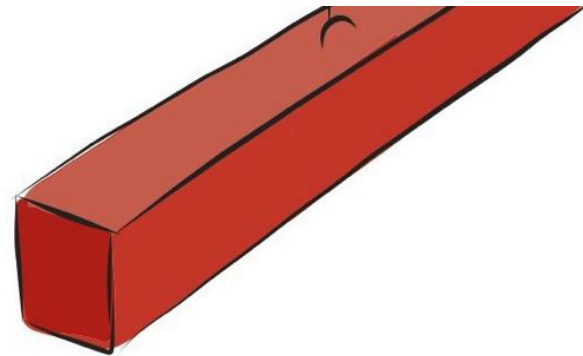
Relationships are foundational to work

Healthcare, and work relies on relationships – we can't relate to colleagues without relationships being key – the way we are with each other is the way we are with colleagues, others.

What is the quality of your relationships at work? Are they healthy?



What's it like to be on the receiving end of me? Or of us as a team?



Considerations for healthy teams

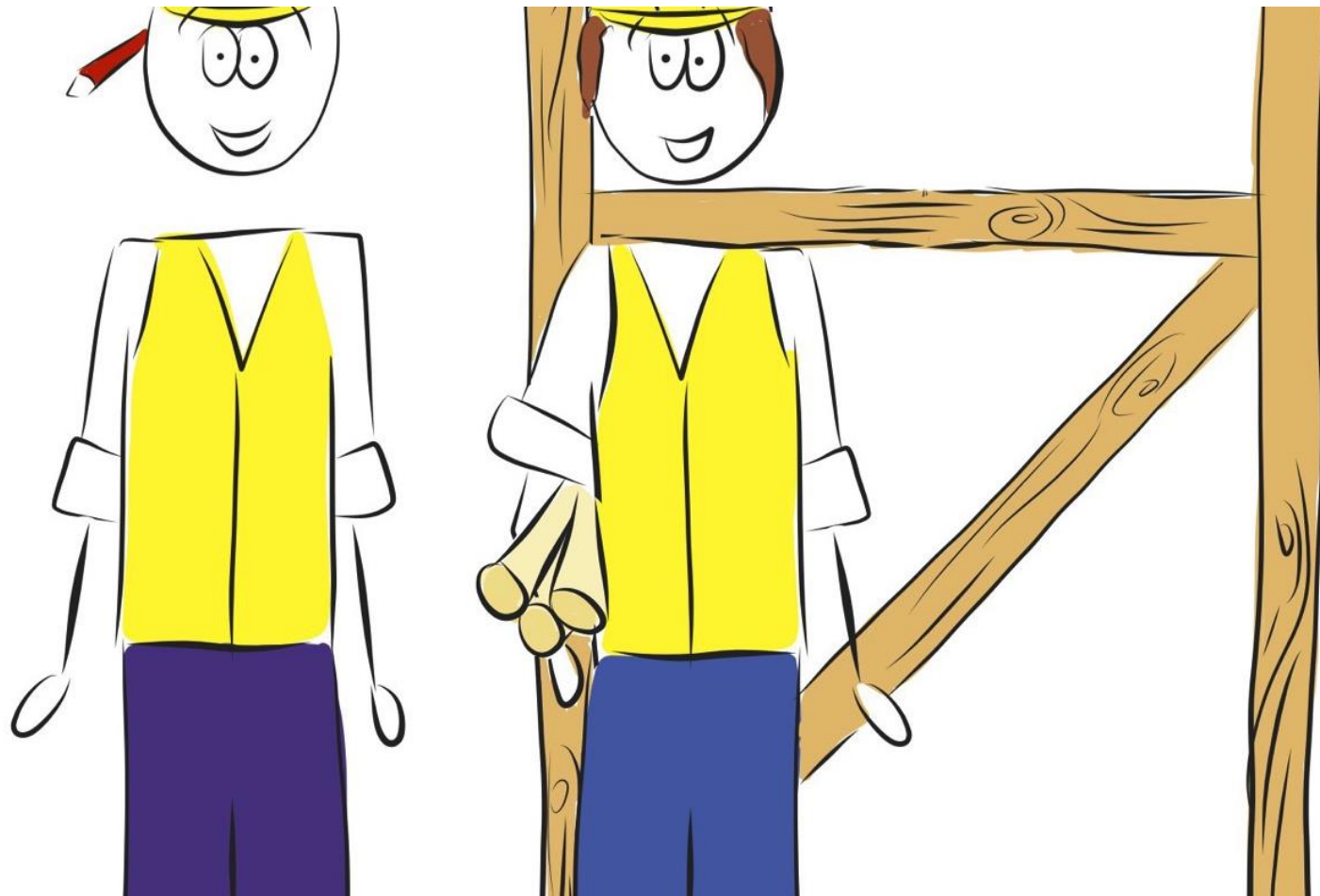
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How is your health and vitality?

- ▣ How aware are you of the quality of the work you do?
- ▣ How healthy and vibrant are your relationships at work?
- ▣ How healthy are your team/s?
- ▣ How much are you observing/reading the workplace?
- ▣ Do you by-stand and collude, or speak up?
- ▣ Are you and your team role models?



We need to speak up and start taking better care of each other



Staying on your game, and feeling steady is key to healthy harmonious working. Your physical body, and health and wellbeing is a place to start – simply and practically.



References and resources

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BMA – your wellbeing service: <https://www.bma.org.uk/advice/work-life-support/your-wellbeing>

NHS Employers – Road map to health and wellbeing and other materials: <http://www.nhsemployers.org/your-workforce/retain-and-improve/staff-experience/health-work-and-wellbeing>

Mayor of London Healthy Workplace Charter - <https://www.london.gov.uk/what-we-do/health/healthy-workplace-charter>

TUC – Health and safety at work/stress:

<https://www.tuc.org.uk/workplace-issues/health-and-safety/stress>

ACAS – health and wellbeing at work – advice and information:

<http://www.acas.org.uk/index.aspx?articleid=1361>

UNISON – health and wellbeing at work – resilience and wellbeing guide -

<https://www.unison.org.uk/content/uploads/2016/10/24053.pdf>

NHS Health and work network -

<http://www.nhshealthatwork.co.uk/health-work-wellbeing.asp>

Health and Wellbeing website: www.unimedliving.com

Free downloadable meditation -

<http://www.unimedliving.com/meditation/free/meditation-for-beginners/introductory-gentle-breath-meditation.html>

Healthy eating – simple gluten/dairy free recipes -

<http://www.unimedliving.com/food/gluten-free-and-dairy-free-recipes>

Retirement? – why retire? -

<http://www.unimedliving.com/work/retirement/why-retire.html>

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