

## Staff supporters

# Support is available, whatever the problem

There are many sources of support and advice available, whatever the difficulty you are facing, whether it's at work or at home

### Health and wellbeing

The Trust provides support for all your wellbeing needs including our staff support and wellbeing team, physical health support, financial support and advice, and much more.

### Trade unions

Trade unions can provide support and advice to members on a broad spectrum of work related support including:

- . Personal and professional issues
- . Equality, diversity and inclusion challenges
- . HR processes
- . Whistleblowing, bullying and harassment, including anonymous reporting
- . Contractual and Agenda for Change terms and conditions, advice.



Help and advice with employment matters, pay and terms and conditions, Trust policies and procedures.

### Freedom to Speak Up guardian

Unsafe working conditions or patient care, inadequate training or induction, insufficient response to safety incidents, highlight bullying culture. Our Freedom to Speak Up guardian is here to enable your voice be heard.

We would always encourage you to speak up formally, but we recognise that not everyone feels they can do this.

If you wish to report something that isn't right anonymously, you can always use the anonymous reporting form.



Support with personal issues, grievance, bullying and harassment, whistleblowing, and equality and diversity queries.

### Guardian of safe working



The guardian of safe working hours ensures that issues of compliance with safe working hours are addressed by the doctor and the employer or host organisation as appropriate. It provides assurance to the board of the employing organisation that doctors' working hours are safe.

### Staff governors



Staff governors represent staff interests; they are the voice of colleagues and share their ideas, concerns and suggestions on a wider platform. They work with the board to ensure staff and community needs are taken into account in the planning and delivery of services and that the well-being of staff is central to this alongside patient needs.



Pastoral support in times of need, spiritual support, faith issues.

Further information can be found on the Trust intranets. Expert advice and information is also available from other Trust teams including the health, safety and risk office, postgraduate medical education team and governance support. The HR and people services team can also provide information about all staff supporters - call a member of the team on 01284 713528 (ext. 3528) or visit the department at Quince House, West Suffolk Hospital.

Putting you first