

## Appendix A – ICB colleague support offer



### Supporting our colleagues

- [Financial support](#) guide highlights where to get support across Kent and Medway if you are struggling financially
- [CiC Wellbeing webinars](#) every month – subscribe for updates
- [Kindness into action](#) including access to a bite sized five-module course
- [NHS Elect](#) skills workshops and on demand resources, including CV writing and interview skills.
- [Employment hub](#) - subscribe for updates
- Ensuring that our [partnership](#) and [staff networks](#) representatives are afforded the time to support colleagues.



### Health and wellbeing

- [Employee Assistance Programme \(EAP\)](#) provide access to services and advice for you, your spouse or partner and dependent children, 24 hours-a-day, to support your wellbeing, provide counselling, financial, legal and bereavement help
- [Time to Talk Team: Our mental health first aiders](#) a network of trained mental health first aiders to support colleagues who may be experiencing mental health issues.
- One-to-ones and regular team meetings include a wellbeing check in with your line manager.
- Occupational health.
- [Kent and Medway Wellbeing hub](#)  
[NHS Kent and Medway Talking Therapies](#)  
Check your emotional and mental wellbeing by using this [national self-assessment tool](#).



### Supporting our line managers

- [EAP manager support line](#) dedicated support for line managers on 0800 085 3805, 8am to 8pm Mon-Fri.
- [Change toolkit](#) for leaders and managers.
- [Managers guidance and support pack for absent colleagues](#).
- [Leadership support circles](#) - subscribe for updates.
- [NHS Elect](#) management and leadership skills workshops and on demand resources.
- Looking after your team's health and wellbeing [guidance](#) including [create safe spaces for your team to talk](#) and [facilitator's guide](#)
- Leadership series on the [NHSE Learning Hub](#).
- [Coaching and Mentoring](#) through SE Leadership Academy.



### Staying informed communications and guidance

- We have a [dedicated area on kam](#) with latest news and FAQs.
- Regular updates from Mike Gilbert, Transition Director can also be found on [kam](#).
- Regular [kam connect sessions](#) for all staff.
- [Change forum](#) to share your views.



### Other support

Some of the support services available to eligible colleagues:

- [Pension support](#)
- [Menopause support](#)
- [Support for carers](#)
- [Union membership](#)
- [Staff Engagement Group](#)

We are working with NHS Elect to provide bespoke career transition workshops and support for colleagues – subscribe to our [training and events](#) for updates.

# Our Employment Hub

**Personalised career coaching and job search support.** They can help you polish your CV, job search strategies, and interview preparation.

They'll also guide you in identifying your transferable skills and exploring what kind of roles might suit you. This service is free and confidential and can continue for up to a year as needed to support your transition.



**National Careers Service and employability programmes**



**Next steps skills development and advice**

**Guidance on education and training opportunities.** If you're considering boosting your skills or even retraining for a new field, EKC can help.

EKC has kindly offered a guaranteed interview scheme for our staff – meaning if you apply for a suitable job with them, they'll guarantee you get an interview

## Employment Hub

**Practical employment and financial advice.** Local DWP team will assist with linking you to job vacancies in the region and provide guidance on benefits and financial support if you are facing a period of unemployment.

DWP will help ensure you know what support you're entitled to and help match you to new opportunities as quickly as possible.



**Support into work and financial assistance**



**Support for personal wellbeing and resilience**

**Comprehensive wellbeing support programme** that offers counselling and information support to employees as well as their dependants.

In addition, a dedicated managerial support line is available offering emotional and psychological support for line managers