



Looking after your health and wellbeing

Resources available to you...

Starting a new job is an exciting experience, but may also be quite daunting – we want to make sure you have the support you need to flourish in your new role.

There are many resources available and you can [find out more on the Health & Wellbeing pages here](#). There's also information in the [Maintaining Your Health & Wellbeing](#) section of the [One Hounslow Develop & Learn hub](#).

You may find these pages on our intranet particularly helpful within your first few weeks of starting:

- [Health and Safety training](#)
- [Homeworking – making it work for you](#)
- [Coping with change](#)
- [Health & Safety at Hounslow House](#)

You may also want to read through our resources on [Menopause](#) and our statement on [Domestic Abuse](#).

Check out the table below which contains brief summaries of some of the health and wellbeing resources and services available to you:

EAP (Employee Assistance Programme)	Occupational Health	Display Screen Equipment	Cycling
Our EAP is a employee benefit available to you that gives you access to support for problems (either work related or personal) that may	Occupational Health (OH) is a medical service which helps support people at or returning to work. OH will produce a report	Display Screen Equipment (DSE) are devices or equipment with a display screen. The term often refers to a computer screen.	As an employee of Hounslow, there are many options available if

<p>impact your health, mental and emotional well-being. The service is provided by Validum who are independent from the council. It's 100% confidential. You can find out more here.</p>	<p>that can advise on workplace adjustments that might benefit the person being referred and fitness for work. Find out more here.</p>	<p>You are a DSE User if you use DSE for continuous or near-continuous periods of an hour or more at a time, on a daily basis. Find out more about DSE and book your assessment here.</p>	<p>you'd like to access a bike or start cycling. Find out more about these options here.</p>
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Reasonable adjustments...

Reasonable adjustments are changes to the work environment that allow people with disabilities and long term health conditions (including mental health) to work safely, productively and able to carry out their roles and responsibilities effectively.

They may also help an employee returning to work after a period of long term sick leave.

Examples of adjustments could be:

- Providing practical aids and technical equipment
- A phased return to work
- Part time or flexible working
- Occasional/frequent home working to avoid travel
- Adjusted role responsibilities
- Making premises more accessible

[You can find out more information regarding reasonable adjustments here.](#)

[If you'd like to request an adjustment, you can fill in our reasonable adjustment request form.](#)

A copy of your entry will automatically be sent to your manager, so please ensure you speak with them before filling it in.

Mental Health Awareness

One in four of us will experience a mental health problem in any given year. Everyone should feel comfortable talking about mental health – whenever they like. Talking about mental health reduces stigma and helps to create supportive communities where we can talk openly and feel empowered to seek help when we need it.

Here at Hounslow, we have a range of [Wellbeing](#) support resources, including our [EAP programme](#).

[We also encourage all our staff to complete the free mental health and suicide awareness training from Zero Suicide Alliance.](#) These courses can help teach you the skills and gain confidence to have a potentially life-saving conversation with someone you're worried about.

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