

A healthy workforce: helping the NHS set a national example

The Forward View made a commitment ‘to ensure the NHS as an employer sets a national example in the support it offers its own staff to stay healthy’. NHS England Strategy Group has since been working with a group of NHS demonstrator sites that have been leading the way in improving the health and wellbeing of their staff. Delivering NHS Health Checks were part of that core offer, and following the 1st year of implementation, we held an event with a mix of NHS demonstrator sites and public health locality leads to establish how partnership working between the NHS and public health can be improved. What are the key components to set up and deliver a workplace health check within NHS organisations was captured as follows:

	Ground Work (before onsite health checks being set up)	Delivery	Follow Up
NHS Trust Actions	<ul style="list-style-type: none"> Link up with your LA health checks lead Equipment purchase Planning of delivery Admin and back office systems set up Comms plan Implement booking system Promotion and publicity within Trust Linking in with CQUIN delivery 	<ul style="list-style-type: none"> Release of staff to attend HC Release/time off work to attend the H&WB provisions Setting example with senior managers Comms and staff engagement Support at board level Engaging with managers Venues Staff and training On-going monitoring to improve service delivery Word of mouth Managerial commitment 	<ul style="list-style-type: none"> Liaise with LA leads re: outcomes and services available in the community Reporting back to the board Monitoring and evaluation from ROI perspective Refer onwards and signpost to internal or external services
Public Health Actions	<ul style="list-style-type: none"> Training for delivery of health checks Provision of advice and best practice guidance, competency framework and other relevant materials Set expectations for sort of support available Provide experts and best practice examples from elsewhere 	<ul style="list-style-type: none"> Support and guidance for comms, invitation process, etc Potentially provide staff to deliver check within Trust 	<ul style="list-style-type: none"> Audit/evaluation support Follow up on referral data Ensuring GPs are aware of the workplace scheme Demand management – local follow on services
Joint Actions	<ul style="list-style-type: none"> Service mapping Jointly funded post/integrated role – reach agreement Design invitation letters Learning from best practice elsewhere Agree outcomes/goals Data storage & data sharing IT systems Identify target demographic Alignment with existing health checks service Influencing board level staff and managers Contractual arrangement for delivery Bulk purchase of equipment 	<ul style="list-style-type: none"> Quality assurance Data on eligible population Linking up across LA patches Identifying easy to reach groups and working together to reach the more difficult groups 	<ul style="list-style-type: none"> Implementation of informatics systems Establishing appropriate read codes Reporting back to GPs Ongoing evaluation and improvements to HC

Questions

- i) Is this the right list and are they in the right sections?
- ii) Are there any other actions that should be built into this process?
- iii) What next steps can we take to progress joined up working?