NOTTINGHAM UNIVERSITY HOSPITALS NHS TRUST
EXCELLENCE IN EMPLOYEE WELLBEING

The organisation

Nottingham University Hospitals NHS Trust (NUH) is an acute trust and teaching hospital providing services to over 2.5 million residents of Nottingham and its surrounding communities.

NUH is one of the largest employers in the region, employing around 14,500 people across the trust. It has 80 wards and around 1,700 beds. They also provide specialist services for a further 3-4 million people from across the region.

The trust’s vision is ‘working together to be the best for patients.’

The challenge

In 2005 the trust noticed the lack of physical activity and the impact it was having on staff sickness absence. They did this by analysing their staff surveys and sickness absence data. To tackle this challenge the organisation started a health and wellbeing programme based on increasing physical activity and encouraging staff to be active every day. As a result, the activity levels of staff increased and self-reported levels of wellbeing increased.

Steps to success

Building on the success of this initial strand, in 2010, the trust developed a wider Employee Health and Wellbeing Strategy to support the trust’s overarching Workforce Strategy which set down a commitment to become the best place to work by 2016. The strategy acknowledged that work and employee health and wellbeing are interlinked, it also stated the trust’s commitment to promoting a culture where wellbeing is embraced by all employees.

NUH main key to success has been the development of strong partnership working, led by the health and wellbeing coordinator, to ensure health and wellbeing is integrated across the trust. This has been achieved by:

- appointing a health and wellbeing coordinator to lead the programme
developing strong and effective working partnership between human resources and occupational health, both strategically and for delivery

developing working partnerships with a range of internal departments such as dietetics, physiotherapy, clinical psychology to deliver specific programmes

involving staff in the design of the programme via consultations and health needs assessments

gaining board level support

having an effective communications and marketing strategy

having a wide range of activities which will appeal to a wide range of staff and different needs

being creative, innovative and prepared to try lots of different things more than once

establishing regular monitoring and evaluation, using this to feedback to staff and develop the programme.

Key outcomes

NUH’s health and wellbeing programme has expanded and developed significantly over the past five years and become a well-known brand within the trust. The organisation has seen increasing levels of engagement with the programme and sickness levels are now at their lowest rate at 3.43 per cent. NUH scores highly in terms of staff satisfaction and feature as one of the top 20 trusts, in addition 71 per cent of staff recommend NUH as a place to work in the national NHS Staff Survey.

The ‘know your numbers’ project - a quarterly programme of health checks, continues to be one of the trust’s most popular activities. Checks include blood pressure, cholesterol, blood glucose, weight, waist measurement and BMI. These are conducted by occupational health nurses and are supported with a wide range of healthy lifestyle information from the health and wellbeing team.

Wellbeing Saturdays have been introduced as part of the programme to ensure maximum accessibility for staff. A total 1237 checks were completed during the year and included five mini roadshows in ward areas to increase access.

Over a thousand members of staff have received treatment (approximately 110 referrals a month) in the trust’s staff physiotherapy service.

Health promotion

- Around 700 staff participated in NUH’s fifth annual health and wellbeing week.

- The trust held a Health Heroes award as part of its five year celebrations. Over 20 staff members were nominated, five were shortlisted for the top prize and ten received ’runner-up’ prizes.
• NUH has ran workshops and courses on the following:
  ✓ coping with stress (five workshops)
  ✓ supporting staff experiencing stress for managers (four workshops – 150 registered)
  ✓ introduction to mindfulness courses (six courses 60 registered)
  ✓ weight management course (28 staff took part).

Physical activity
• Pedometer challenges- 276 staff across 69 teams took part.
• Second Great NUH Walk Off -125 staff took part.
• Inaugural NUH Big Bike Challenge- 49 staff took part.
• Staff took part in a Couch to 5k programme and completed a parkrun event.
• NUH’s new Improvers’ Running Courses and 10k event - 25 staff took part in, eight of which are now training for their first half marathon.
• Over 3000 attendances at onsite fitness classes and gyms, an increase in previous years.
• A New Year, New You: six weeks to wellness challenge - 25 staff took part.

The trust has continued a five-year partnership project with Sustrans Ucycle Nottingham to develop cycling initiatives at NUH and the local universities. This is thanks to the Local Sustainable Transport Fund via Nottingham City Council. The project has seen:
• 207 bikes serviced on site, for free, during work hours
• 197 members of staff acquire new bikes through the Cycle2work scheme
• 70 people learn bicycle maintenance skills at classes
• 216 people take part a range of events in National Bike Week in June
• Two new secure compounds built at QMC and City campus.

Funding
The staff lottery generously supported the staff health and wellbeing programme in 2014/2015. Without this support the trust would not be able to provide such a wide ranging programme of activities.
Top tips

✓ Appoint an enthusiastic person to lead the day to day delivery programme.
✓ Use your specialist departments such as occupational health to deliver activities such as staff health checks.
✓ Ask/listen to staff and develop the programme accordingly.
✓ Don’t be afraid to try different things.
✓ Be persistent.

Further information

For more information please contact Steph Knowles, Health & Wellbeing Coordinator at steph.knowles@nuh.nhs.uk.

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