

NHS staff wellbeing needs

Staff wellbeing is a top priority for all NHS organisations. This resource highlights the importance of the basic needs all staff need to help our NHS people feel healthy at work.

3. SELF-FULFILMENT NEEDS



I am achieving my full potential



- Continuous learning and development
- Deliver excellent patient care
- Able to develop in my role/career

I am thriving and love where I work



2. PSYCHOLOGICAL NEEDS



I support a workplace culture that values wellbeing



- Regular wellbeing conversations/team check ins
- Sense of belonging
- Voice is heard and counts
- Compassionate leadership
- Empowered to decline
- Inspire and support others
- Champion self-care and wellness

I feel respected and heard by my colleagues including my superiors



1. BASIC NEEDS



It's the little things that make the biggest difference



- Nutrition
- Hydration
- PPE/comfortable clothes and shoes
- Toilet/shower facilities
- Sleep
- Healthy work-life balance
- Safe working conditions
- Regular breaks and rest areas

I can regularly take my break and have space away from where I work to rest



NHS Employers

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