

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

- Sense of belonging
- Empowered to say no
- Inspire and support others
- Compassionate leadership
- Champion self-care and wellbeing
- Regular wellbeing check-ins
- Voice is heard and valued – supported by access to Freedom to Speak Up Guardians



I feel respected and heard by my colleagues including my superiors



1. Basic needs



It's the little things that make the biggest difference






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

- Nutrition
- Hydration
- PPE/comfortable clothes and shoes
- Toilet/shower facilities

- Sleep
- Healthy work-life balance
- Safe working conditions
- Regular breaks and rest areas

 **NHS Employers**

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