

Taking a preventative approach to workforce wellbeing

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Re-be-ca Pat-el



Welcome



University Hospitals of
Derby and Burton
NHS Foundation Trust



Who we are #TeamUHDB



Our approach



Our impact



Key takeaways



Royal Derby
DERBY



Queen's
BURTON



Samuel Johnson
LICHFIELD



Sir Robert Peel
TAMWORTH



London Road
DERBY

Who we are #TeamUHDB



UHDB in numbers: what we deliver every year

Our people, our hospitals, UHDB in numbers



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Queen's
BURTON



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The national context



Workforce Load



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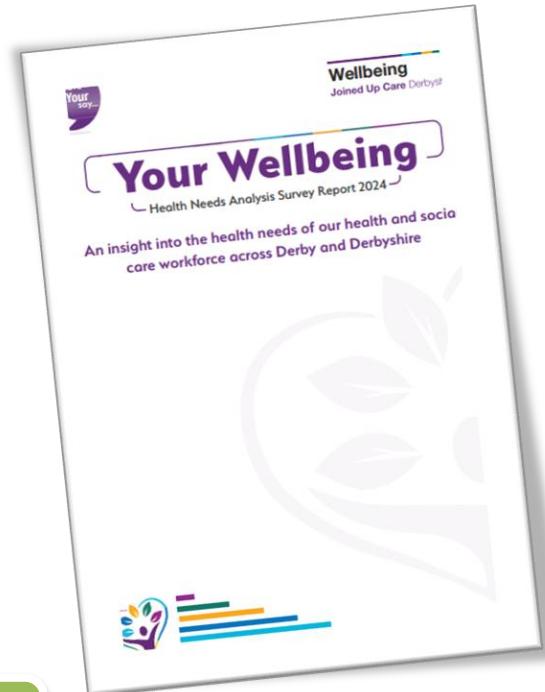
Sir Robert Peel
TAMWORTH



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Our approach

- Building on Britain's Healthiest Workplace Survey (2022)
- HWB Assessment Tool aligned to HWB framework **across system**



Chesterfield
Royal Hospital

UHDB

Derbyshire
County Council

Wellbeing
Joined Up Care Derbyshire

Derbyshire
Healthcare (MH)

Derby and
Derbyshire ICB

Derbyshire Community
Health Services

GP Taskforce



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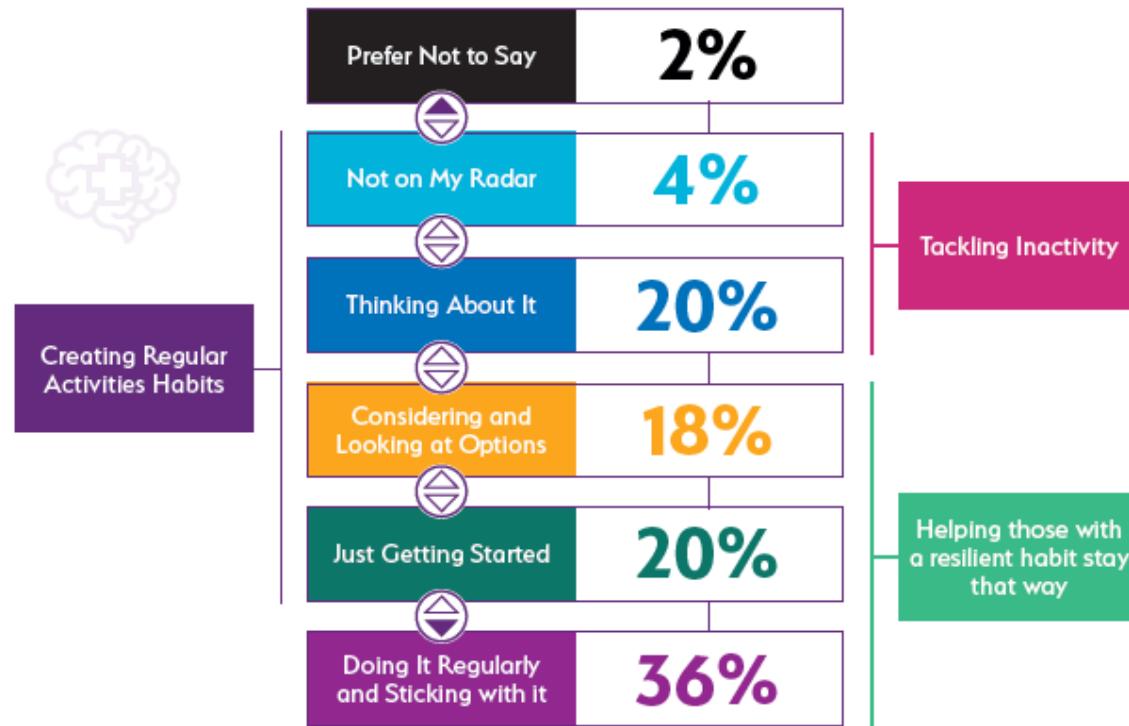
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Behaviour Changes

Our behaviour plays an important role in how we interact with wellbeing activity. We asked colleagues about their relationship with Health and Wellbeing Activity



What the data told us

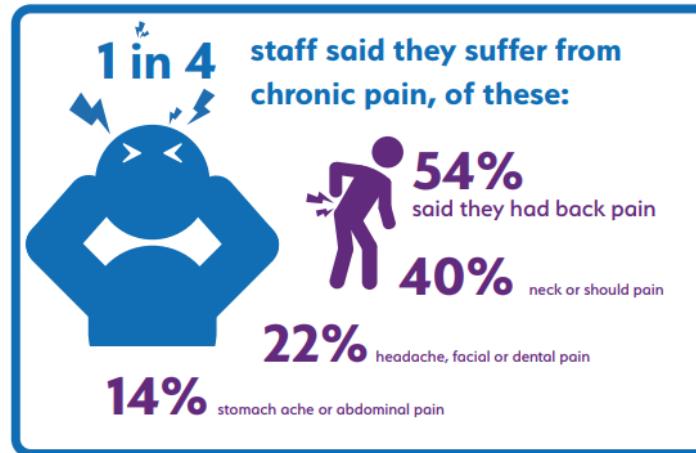


University Hospitals of Derby and Burton

HYDRATION

30%

are having less than the recommended 6-8 cups of fluid per day



88% of staff described having trouble with their sleep



1 in 4
do not meet the recommended amount of physical activity



1 in 2

want to lose weight



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Low

Low is defined by answering 0-4 out of 10

High

High is defined by answering 6-10 out of 10

The UK Measures of Personal Wellbeing are scored from 1 -10

0 (not at all) to 10 (completely)

Low Rating for Life Satisfaction

Our Staff **19.2%**
UK **5.1%**

14.1%

more common in our staff than the UK population



Low Rating for Feeling Worthwhile

Our Staff **16.7%**
UK **3.9%**

12.8%

more common in our staff than the UK population

Low Rating for Happiness

Our Staff **23.3%**
UK **8.2%**

15.1%

more common in our staff than the UK population



High Rating for Feeling Anxious

Our Staff **37.4%**
UK **22.5%**

14.9%

more common in our staff than the UK population



*Office for National Statistics, UK Measures of Wellbeing April to June 2023



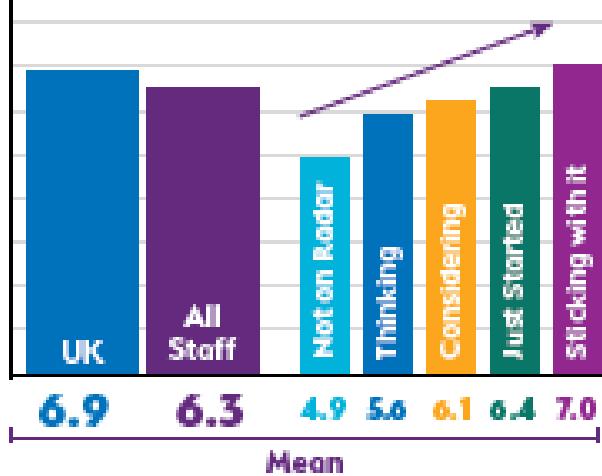
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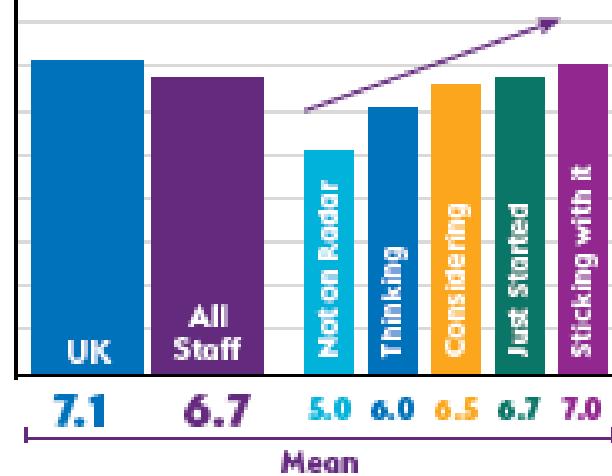
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We looked at the relationship between wellbeing activity behaviour, and personal wellbeing scores. The below shows the average score out of 10 in the UK Measures of Personal Wellbeing questions, for each stage of colleague behaviour

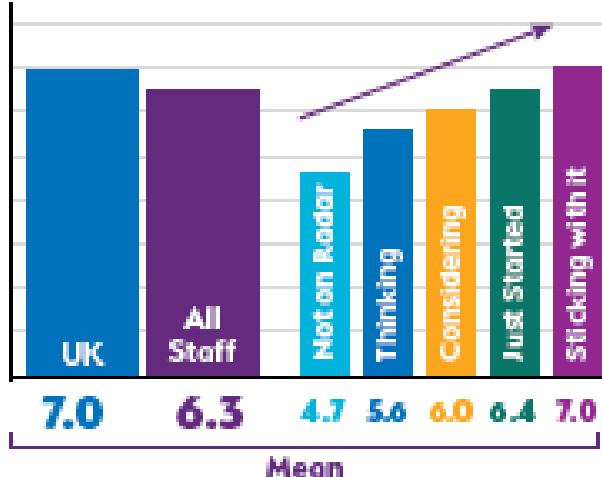
Life Satisfaction



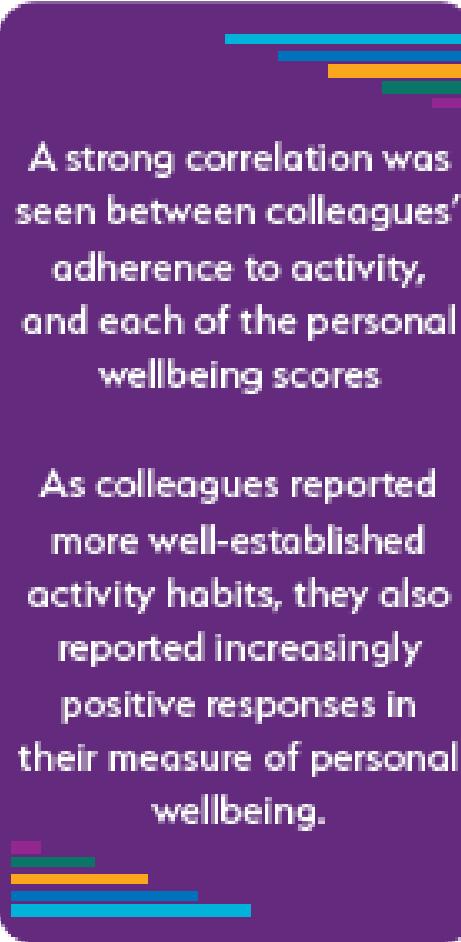
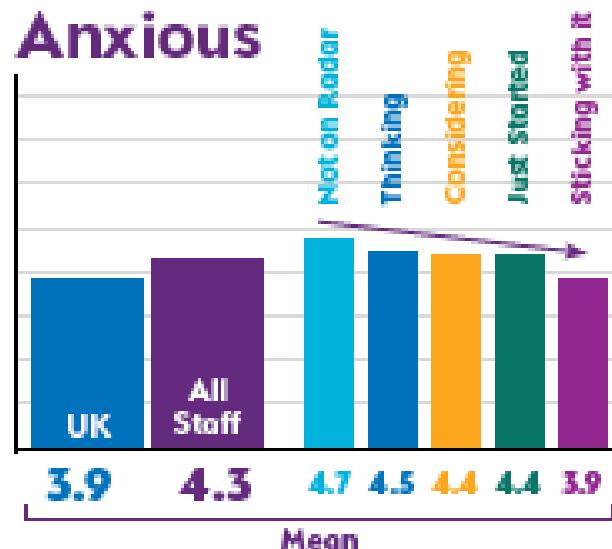
Life Feels Worthwhile



Happy



Anxious



*Office for National Statistics, UK Measures of Wellbeing April to June 2023



Our response



University Hospitals of
Derby and Burton
NHS Foundation Trust

Wellbeing
Timetable

Targeted
Communications

OH signposting

Co-designed
resources

Peer support –
Wellbeing
Champions



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Our impact



System commitment



Wellbeing timetable capacity correlation with sickness absence



Upskilling managers in terms of access and support



22,909 support interventions preventing short and long term sickness absence



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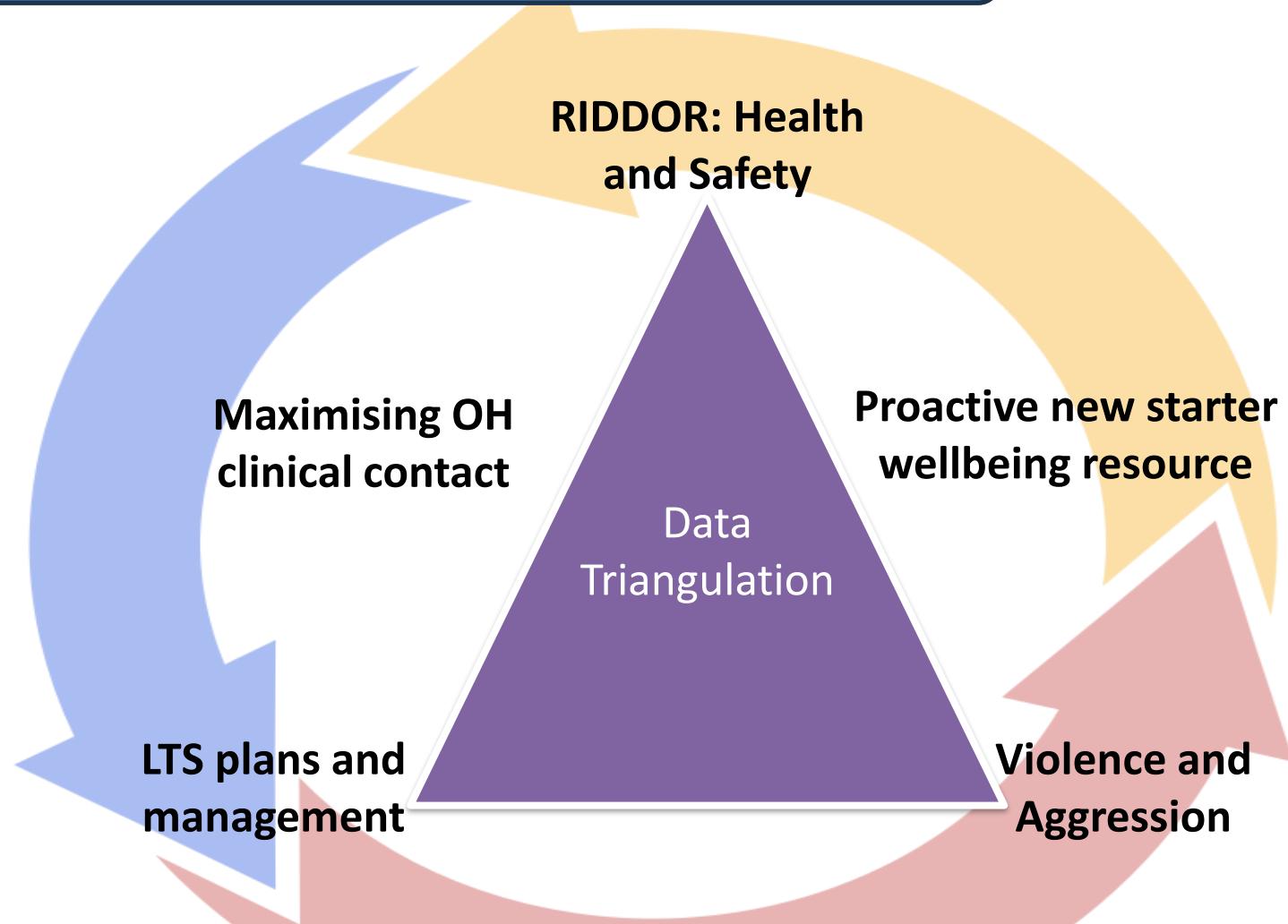


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2025/26 Focus



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Our Takeaways



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Triangulate your data = positive culture



**Never underestimate the power
of an interaction**



**Proactive communication in a variety of
ways**



**Experience based design beyond
organisational boundaries**



Remember your base: What do we already
know about our workforce?



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Over to you.....



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