

Taking a preventative approach to workforce wellbeing

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NHS
University Hospitals of
Derby and Burton
NHS Foundation Trust



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LICHFIELD

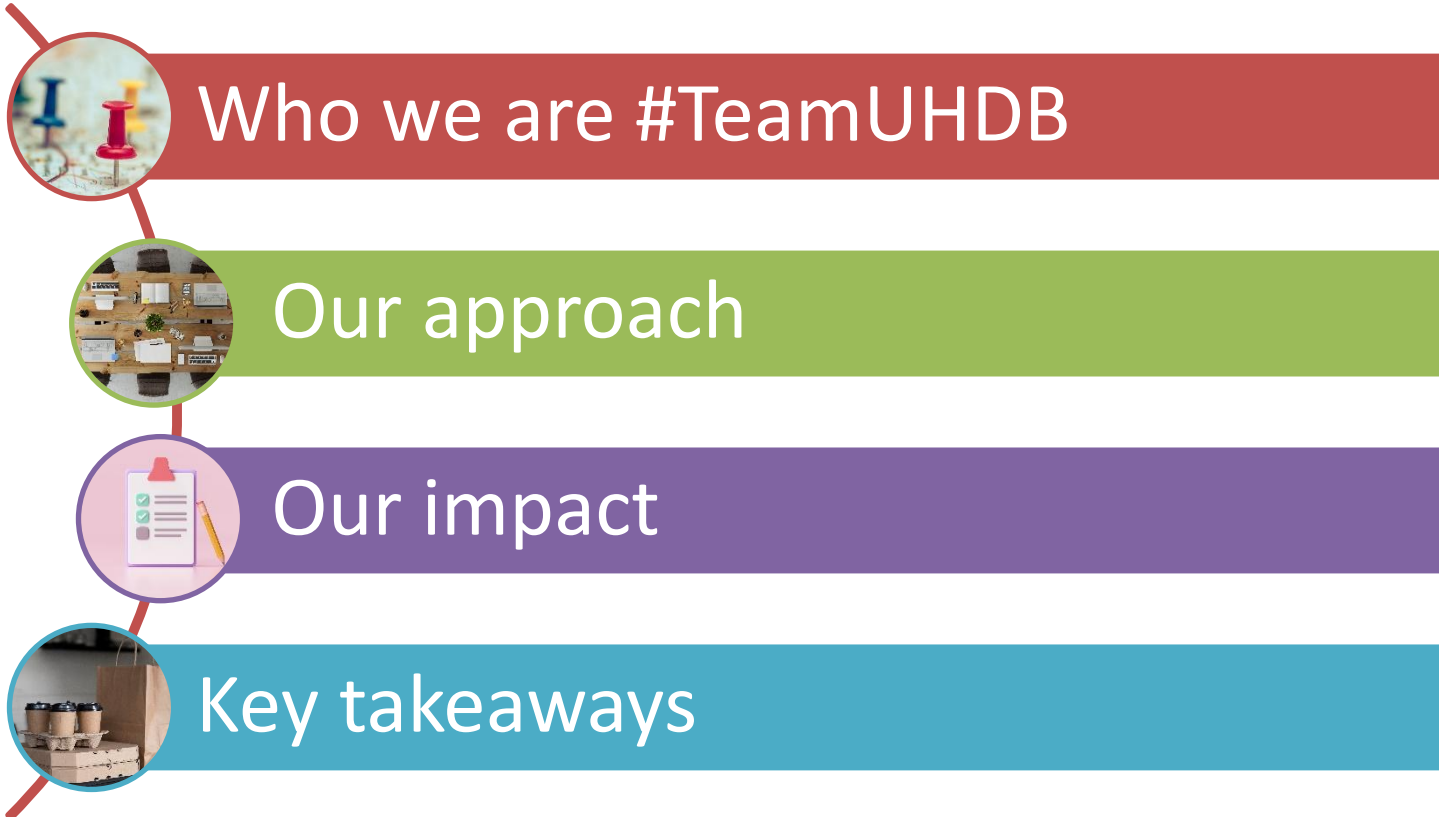


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Welcome



Who we are #TeamUHDB



UHDB in numbers: what we deliver every year

Our people, our hospitals, UHDB in numbers



We serve a population
of more than
one million



£1.3bn
budget



We employ
14,500
people



115,000
inpatients
each year



53,000
operations
each year



1,800
beds



275,000
attending A&E
each year



120,000
daycases each year

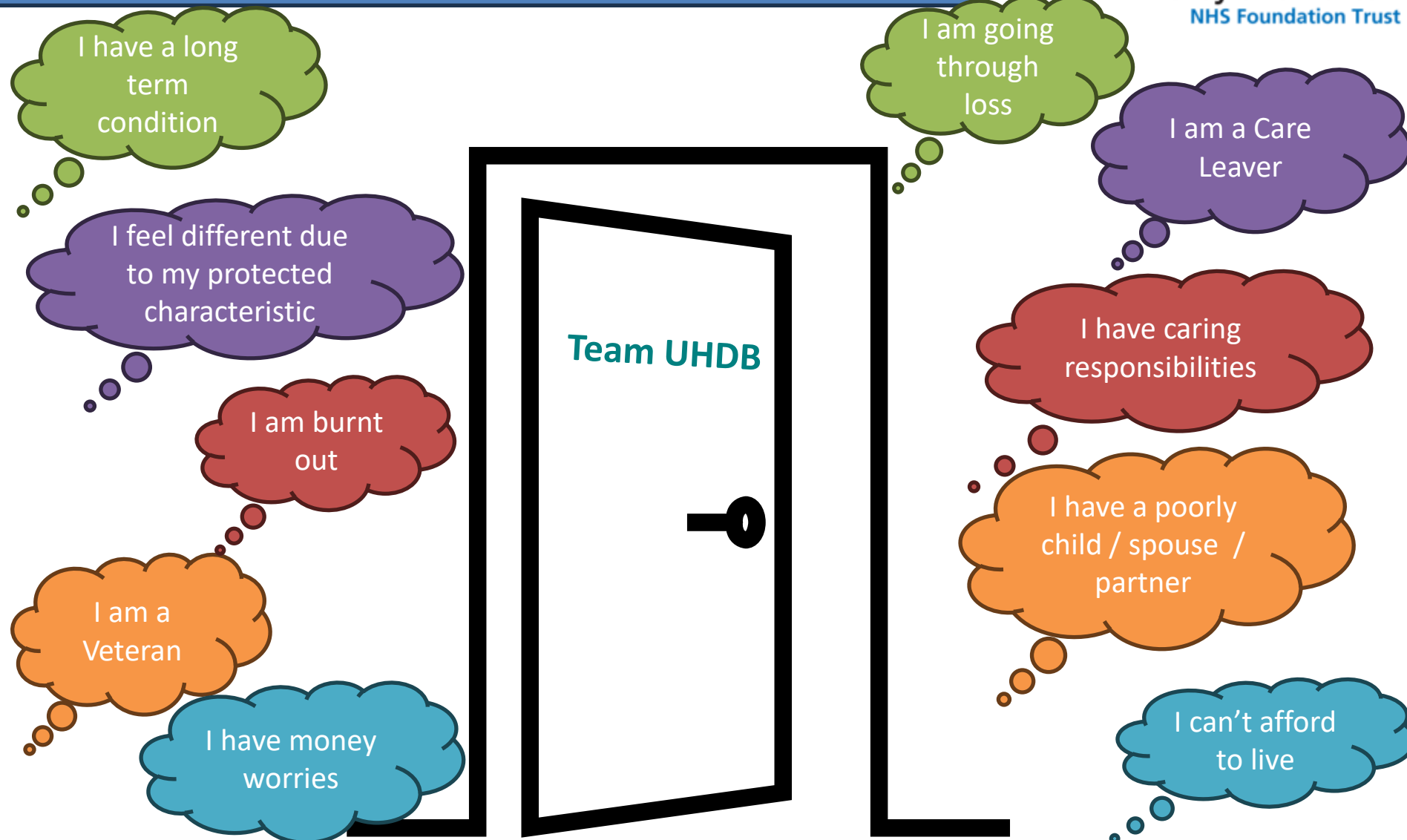


9,000
babies born
each year

The national context

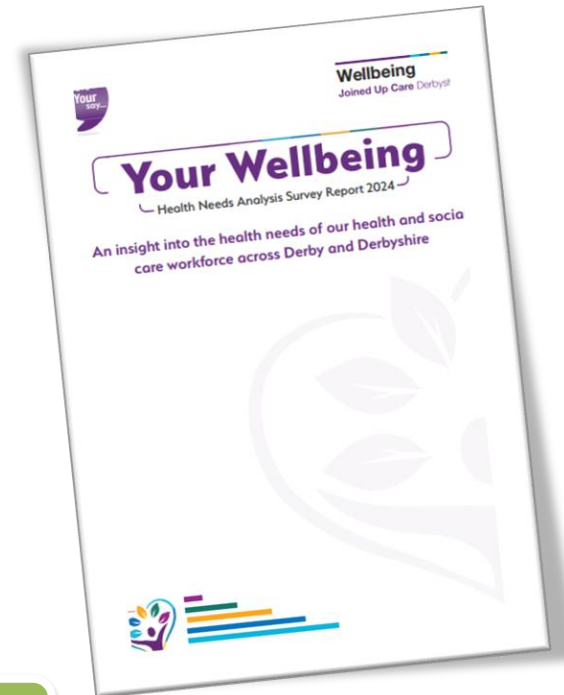


Workforce Load



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

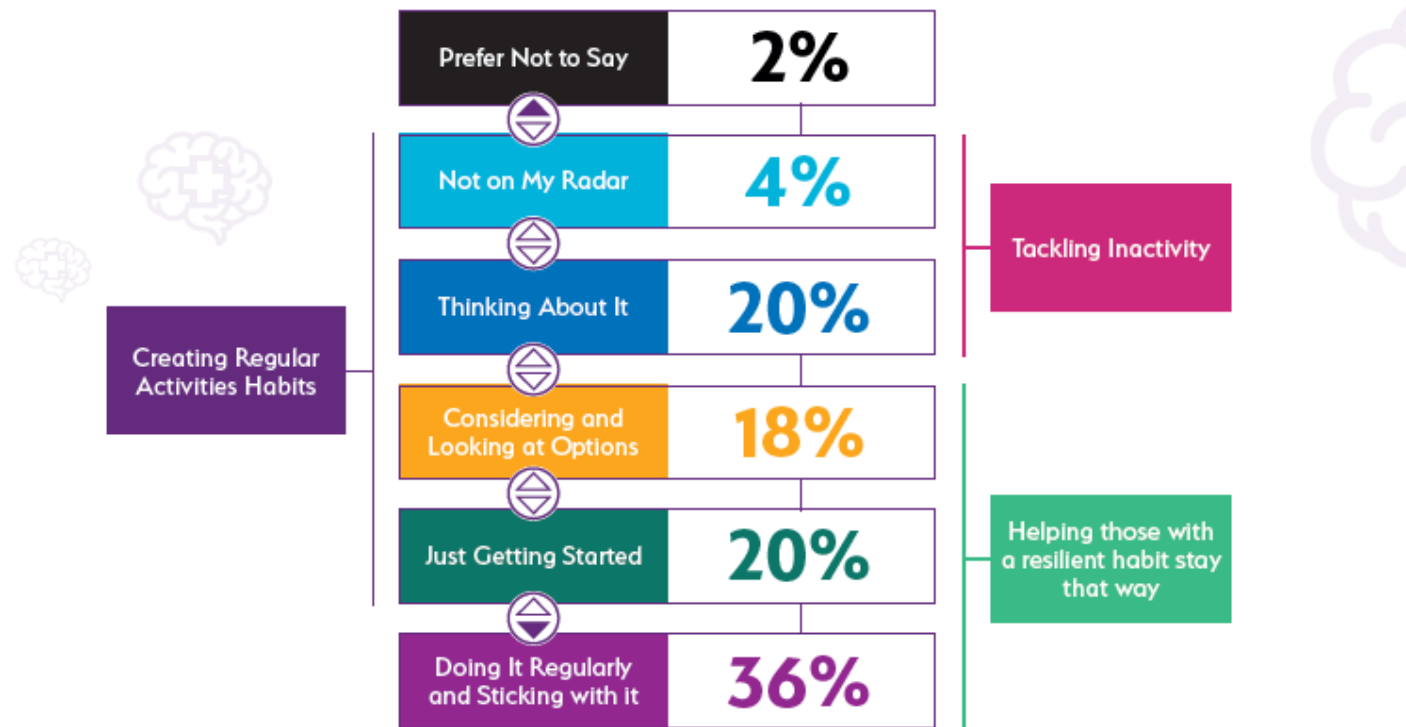
Derbyshire Community
Health Services

GP Taskforce

What the data told us

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



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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

1 in 4

staff said they suffer from chronic pain, of these:



14%

stomach ache or abdominal pain



54%

said they had back pain

40%

neck or shoulder pain

22%

headache, facial or dental pain

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

The UK Measures of Personal Wellbeing are scored from 1-10
0 (not at all) to 10 (completely)

Low

Low is defined by answering 0-4 out of 10

High

High is defined by answering 6-10 out of 10

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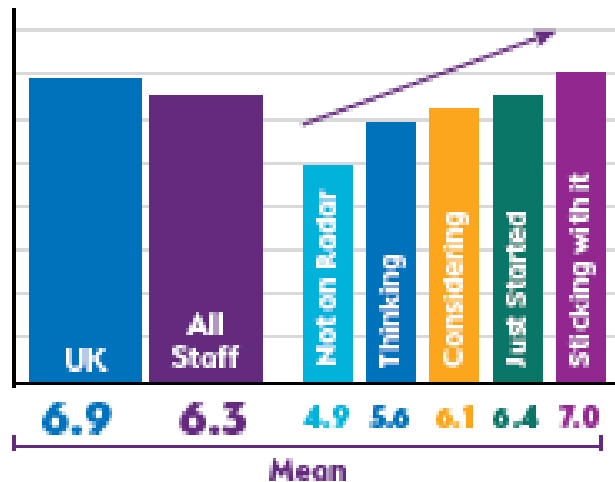
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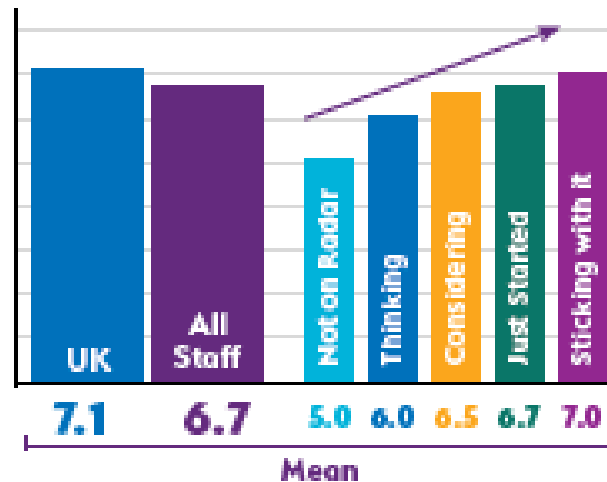
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We looked at the relationship between wellbeing activity behaviour, and personal wellbeing scores. The below shows the average score out of 10 in the UK Measures of Personal Wellbeing questions, for each stage of colleague behaviour

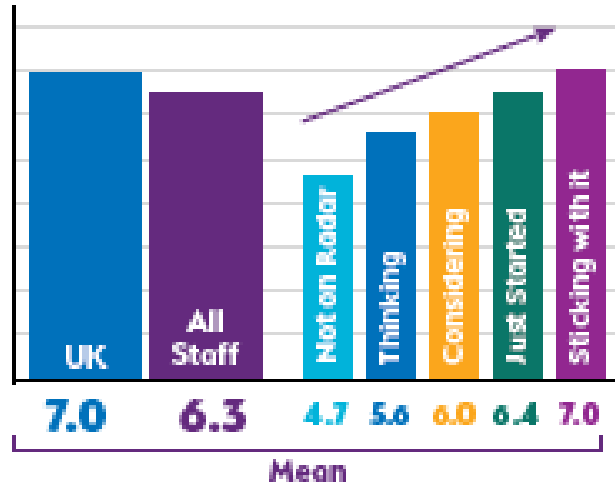
Life Satisfaction



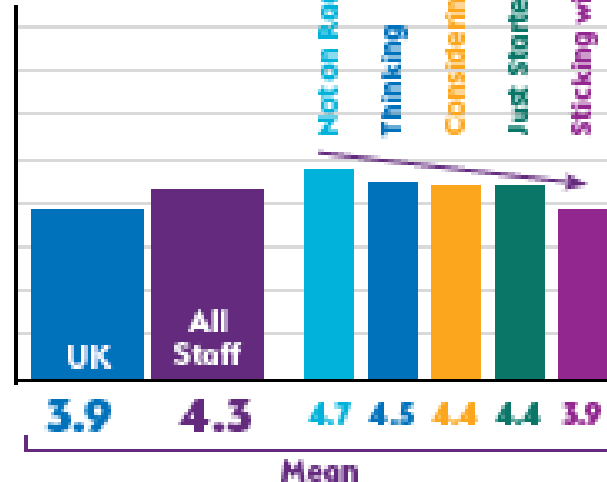
Life Feels Worthwhile



Happy



Anxious



A strong correlation was seen between colleagues' adherence to activity, and each of the personal wellbeing scores

As colleagues reported more well-established activity habits, they also reported increasingly positive responses in their measure of personal wellbeing.

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



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Our response

Wellbeing
Timetable

Targeted
Communications

OH signposting

Co-designed
resources

Peer support –
Wellbeing
Champions

Our response



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Our impact



System commitment



Wellbeing timetable capacity correlation with sickness absence

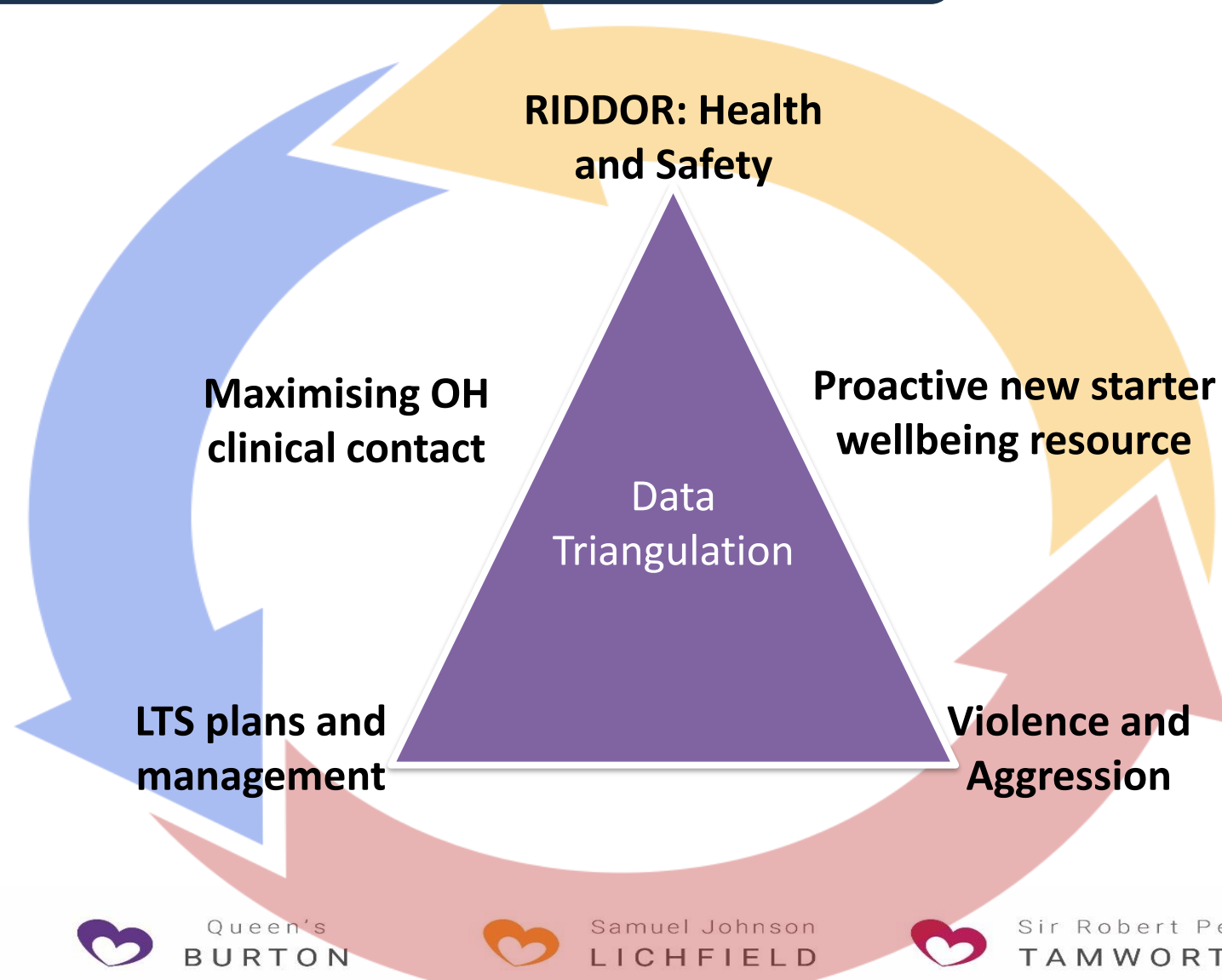


Upskilling managers in terms of access and support



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

2025/26 Focus



Our Takeaways

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.....



n

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