

# Taking the NHS Health Checks to the Workplace

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### WHY WE WERE ASKED:

The benefits to employers of improving the health of their workforce includes reduced staff sick leave and turnover, increased productivity and greater employee satisfaction. Bromley Clinical Commissioning Group (CCG) wanted to support a healthy working environment and help staff make healthier lifestyle choices. The Public Health Vascular Team was commissioned to provide:

- A full health check (including emotional health) to all staff who wanted this.
- An anonymised report on the health and wellbeing of their staff.
- Recommendations on how to support change.

### THE PLANNING PROCESS INVOLVED

- Meetings between the Public Health Vascular Nurses and CCG managers.
- Development and piloting of an electronic data collection tool.
- Provision of consent forms, information leaflets and a results folder for individuals.
- Securing testing equipment.
- Planning an online feedback survey.

### TO DELIVER THE HEALTH CHECKS:

- Information about the checks were emailed to all CCG staff.
- Appointments were offered during working hours.
- Staff booking appointments were asked to complete a General Practice Physical Activity Questionnaire (GPPAQ) and a Depression Anxiety and Stress Score (DASS 21) form prior to the appointment.
- Reminder emails were sent to individuals on the day of their check.



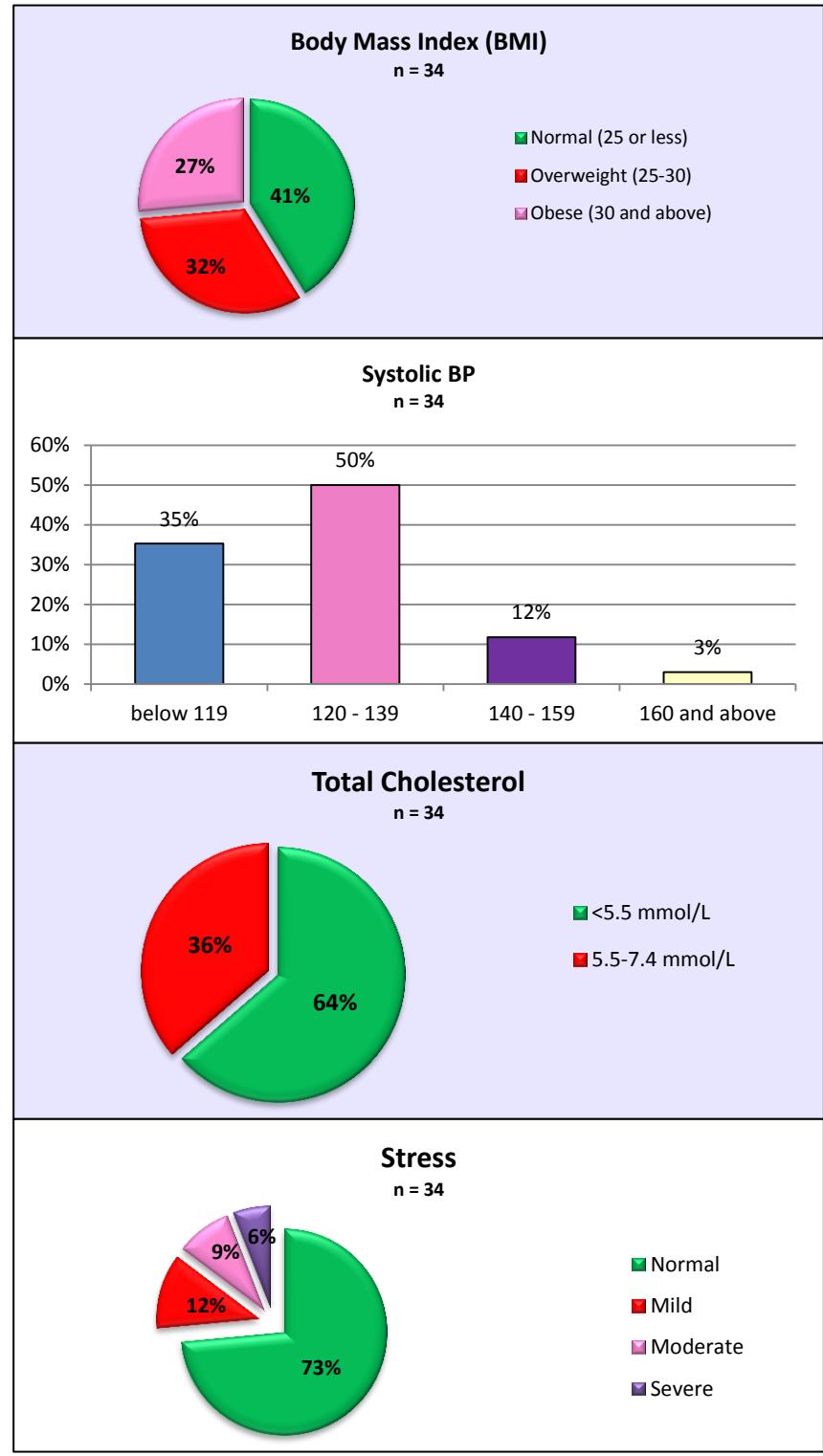
### WHAT THE CHECK INVOLVED:

A forty five minute appointment to:

- Carry out a full NHS Health Check including HbA1c (if clinically indicated).
- Pulse rate and rhythm.
- Waist measurement.
- Depression and anxiety score (DASS21).
- Review diet and exercise.
- Discuss findings to support lifestyle changes, using motivational interviewing techniques.

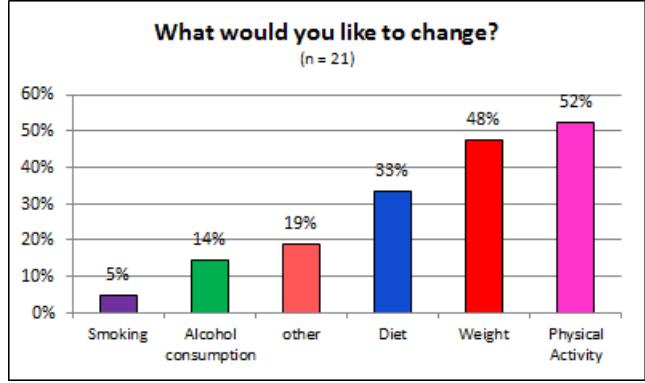
### FINDINGS:

37 people booked appointments  
 34 people attended  
 15 people were eligible for an NHS Health Check and agreed to share the results with their GP and have them coded at the surgery for NHS Health Check data collection



### WHAT WE FOUND

- 15 people (44%) had an HbA1c test. 3 people had a raised HbA1c test result and were advised to see their GP or Practice Nurse to discuss a potential diagnosis of Type 2 Diabetes and possible referral to a 'Walking away from Diabetes' programme.
- 5 people were advised to see their GP or practice nurse for repeat blood pressure measurements.
- 7 people had a Total Cholesterol:HDL ratio between 4.5mmol/L and 7.5mmol/L. None of those tested had total cholesterol results above 7.5mmol/L.
- 6 people were identified as suffering with depression or anxiety. Information on self referral to local counselling services was provided.
- Most people wanted information about weight management, healthy eating and how to reduce their cholesterol.



### RECOMMENDATIONS AND ACTIONS TAKEN SINCE THE HEALTH CHECKS:

- Recommendations were made advising Bromley CCG how they could support staff in achieving their goals. Since receiving the report from the Workplace Health Checks initiative Bromley CCG, working in partnership with its Staff Task Group, has:
- Re-launched a confidential service for staff, run by an external company, to provide advice and counselling on a range of issues.
  - Introduced a walking challenge: 8 teams of 7 people signed up to walk 10000 steps a day for 100 days.
  - Run a Mindfulness course for staff.

### STAFF FEEDBACK:

