Staff Health and Wellbeing

University Hospitals Birmingham NHS Foundation Trust
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- Support for transgender staff
- Support to understand autism
- Mental health in the workplace training from Mind
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- BAME
- Carers
- Disability and long term conditions
- LGBT
- Mental health and wellbeing
- Women
- Young people
- Buddy scheme
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As part of our commitment to your overall wellbeing, you now have access to affordable loans deducted straight from your salary.

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Representative example: 8.9% APR Representative based on a loan of £7,800, Repayable over 4 Years at an interest rate of 8.9% PA (fixed). Administrative fees £0, Monthly payment of £182.46, Total amount payable £9,238.29.
The NIHR CRF Staff Health and Well-Being Clinic: Evaluating the levels of ill health in NHS staff to design an appropriate and impactful service.

Dr D Crossley1, Mr T. Wrigley2, Karen Tester1, Lisa Thomas1, Mrs J Gray1, Mrs J Plumb3, Mr A Cobley3, Dr E Sapey1

Introduction

NHS staff are critical to delivering a health service that continues to serve more patients than ever in difficult financial times. The rate of absenteeism remains 27% higher than the UK public sector average, costing the NHS £2.4B per year. In addition, 68% of the workforce admit to attending work despite not feeling well enough to carry out their duties. The reasons for absenteeism are outlined in Dr D Boorman’s “Health and Well-Being for Musculoskeletal disorders: responsible for 5% of NHS absenteeism.

Mental Health: 5% of the workforce have been attributed to mental health issues including anxiety, depression and work-related stress.

Cardiovascular disease: workers with CVD have higher absenteeism rates and more likely to retire early.

NHS Health Checks

The NHS Health Check Programme aims to prevent heart disease, stroke, Type 2 diabetes and kidney disease. This is a statutory public health service for individuals 40-74 once every 5 years. The annual cost is estimated as £322 million per year, with a benefit of £1.5 billion and QALY £3000. Modelling suggests the health checks could prevent 1600 heart attacks and strokes per year, and at least 650 lives. However, over half the eligible population have yet to receive their health check.

| Year       | Total eligible population | People who were offered a NHS Health Check | People who received a NHS Health Check | People who received an Invitations:
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<td>2015-16</td>
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We aimed to understand the levels of disease in our NHS staff population and the uptake of the Staff Well Clinic.

Demographics

Table 1. Characteristics table

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<th>Characteristic</th>
<th>Total Patients</th>
<th>White patients</th>
<th>Black patients</th>
<th>Other patients</th>
<th>Asian patients</th>
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Table 1: Characteristics table

Table 2. Health Check data

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Table 2: Health Check data

Discussion

- There is an alarmingly high rate of pre-morbid disease in our population, including those under the age of 40.
- With 85% Birmingham yet to receive their NHS health check by offering a service that would include these parameters, we could reduce the prevalence of disease, absenteeism with resultant cost savings.
- More work needs to be done to target ‘at risk’ groups.
- Although not part of the NHS health check, the prevalence of mental illness was sufficiently high to warrant screening.

Conclusion

- More pre-morbid disease exists in our population than expected, and the Staff Well Clinic diagnosed new cases of diabetes, high blood pressure and cholesterol.
- Our ambition is to formally offer the NHS health checks plus screen for MSK diseases and mental illness.
- A new format has been established since this pilot study, and the will be re-audited in due course.

Results

- Diabetes: 138 patients had a HbA1c performed. 11 cases required action, 10 of these were undiagnosed.
- Hypertension: 122 patients had high BP >140/90, 95 of which were new diagnoses.
- Smoking: Of 331 responses, 12% were current smokers and 8% ex-smokers.
- Cholesterol: 51% had a total cholesterol >5.0 requiring lifestyle intervention.

Applying recommended threshold

- 54% of those under 40s had a BMI >25 requiring lifestyle advice.
- 52% had a large waist circumference, and 58% had high blood pressure. 31% had a high cholesterol requiring action, and 30% were inactive.

Mental Health

- 19.5% of attendees complained about anxiety, stress and depression. QALY for screening mental health issues are cost-effective where prevalence >15%.

RecommEmended tools for screening anxiety and depression are the GAD7 and PHQ-9 respectively.

Affiliations

1. NIHR/WT CRF Birmingham, University Hospital Birmingham, Edgbaston, Birmingham
2. University of Birmingham, Edgbaston, Birmingham
3. University Hospital Birmingham NHS Foundation Trust, Edgbaston, Birmingham