



Health and Work Development Unit

This document shows what can be achieved using national quality improvement projects to improve workforce health. We hope the content will help future developments in this field.

Using the guiding principles below we supported organisations to make significant improvements in clinical occupational health practice and organisational workforce health. Our quality improvement projects targeted various groups within organisations including boards, teams and individuals.

The high level of engagement by participating individuals and organisations enabled us to collect robust data which influenced government and other national bodies. Most importantly, for participants, it facilitated change at a local level.

Guiding principles:

- data to inform change and measure progress
- implementation support to facilitate change
- evidence based
- multi-disciplinary
- practical
- active involvement of participants
- project management approach.

Impact Report

2007

2008

2009

2010

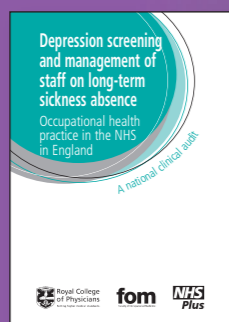
2011

2012

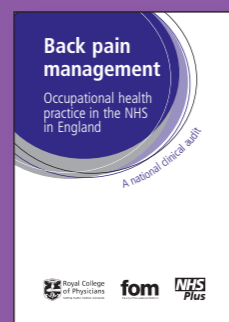
2013

2014

Occupational Health
audits



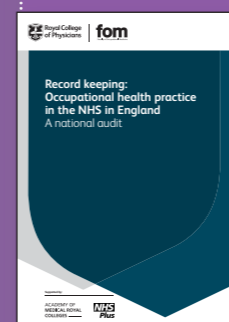
Depression screening and management of staff on long-term sickness absence
Occupational health practice in the NHS in England
Round 1: a national clinical audit



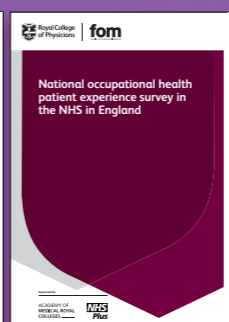
Back pain management
Occupational health practice in the NHS in England
Round 1: a national clinical audit



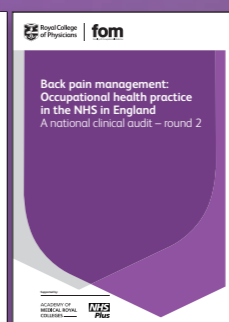
Depression detection and management of staff on long-term sickness absence
Occupational health practice in the NHS in England
Round 2: a national clinical audit



Record Keeping
Occupational health practice in the NHS in England
Round 1: a national clinical audit

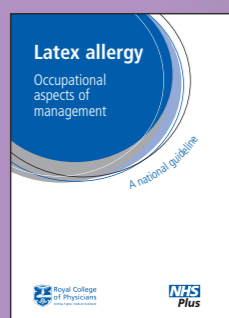


National occupational health patient experience survey in the NHS in England
Round 1: a national survey

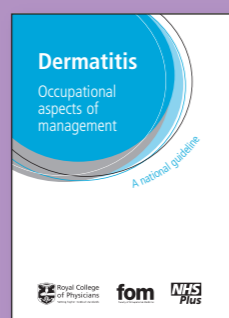


Back pain management: Occupational health practice in the NHS in England
Round 2: a national clinical audit

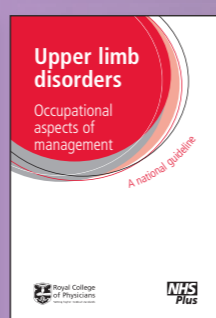
Guidelines



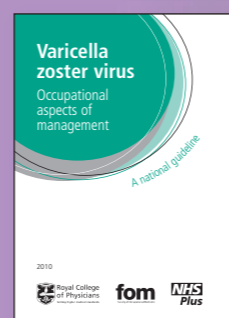
Latex allergy
Occupational aspects of management
A national guideline



Dermatitis
Occupational aspects of management
A national guideline



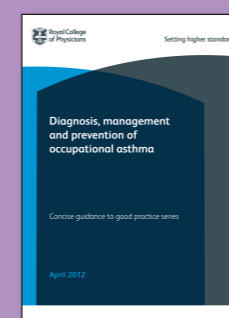
Upper limb disorders
Occupational aspects of management
A national guideline



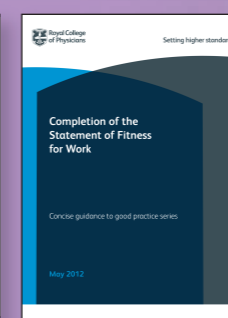
Varicella zoster virus
Occupational aspects of management
A national guideline



Diagnosis, management and prevention of occupational contact dermatitis
Concise guideline



Diagnosis, management and prevention of occupational asthma
Concise guideline



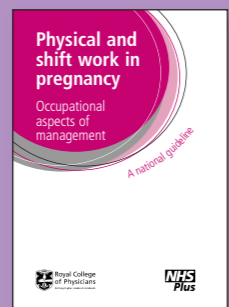
Completion of the Statement of Fitness for Work
Concise guideline



Pregnancy: occupational aspects of management
Concise guideline

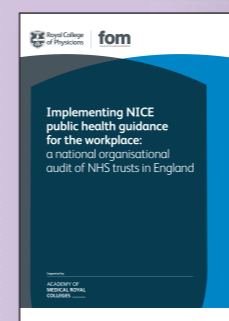


Infected food handlers
Occupational aspects of management
A national guideline

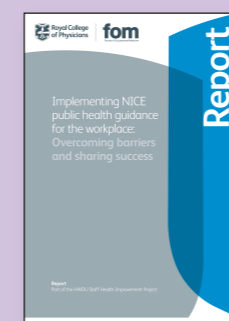


Physical and shift work in pregnancy
Occupational aspects of management
A national guideline

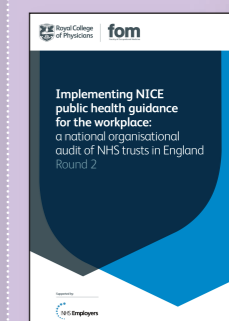
Public Health
audits



Implementing NICE public health guidance for the workplace
Round 1: a national organisational audit of NHS trusts in England



Implementing NICE public health guidance for the workplace
Overcoming barriers and sharing success



Implementing NICE public health guidance for the workplace
Round 2: a national organisational audit of NHS trusts in England

Impact

Occupational Health audits

- Over 80% of Occupational Health providers to the NHS in England participated.
- 25,000 case notes were audited across the two topics and two rounds.
- Audits measured improvements in occupational health management of long-term sickness absence, depression, and back pain. For example:
 - The proportion of staff on long term sick with a physical health problem who were asked about their psychological health, rose from 15% in round one to 52% in round two
 - The proportion of staff presenting to occupational health with back pain who were asked about the impact of their symptoms on work, rose from 73% in round one to 83% in round two
 - 98% of NHS staff reported being treated with respect and dignity by their occupational health department.

Public Health audits

- 73% of NHS trusts in England participated.
- Significant improvement between round 1 and round 2, for example, the number of trusts with an overarching health and well being strategy increased from 41% in round one to 65% in round two.
- The number of trusts with shops that actively promoted healthy food choices rose from 34% in round one to 53% in round two.
- The number of trusts providing training for staff on physical and mental coping strategies rose from 69% in round one to 83% in round two.

Events

- 6 conferences.
- 12 occupational health audit workshops.
- 42 public health audit workshops. This workshop methodology enabled quantitative evaluation. Results showed that trusts receiving the workshop implemented NICE workplace guidance faster than trusts that did not receive a workshop (statistically significant $p < 0.001$).

References

Guidelines

NHS Plus, Royal College of Physicians, Faculty of Occupational Medicine. *Dermatitis: occupational aspects of management. A national guideline.* London: RCP, 2009.

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Occupational Health audits

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