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NHS STAFF HEALTH CHECK - A PILOT OF A HUMAN BEHAVIOURS APPROACH

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Background

The Covid-19 pandemic brought a period of unprecedented strain upon the NHS. Many initiatives to support staff wellbeing relied on self-identifying need and navigating resources. Promoting self-awareness of mental health and actively facilitating self-care may better promote self-reflection, facilitate self-management and support wellbeing.

Aims

To pilot and assess the feasibility, acceptability and usefulness of a traffic-light style 'self-check' tool, based on aviation best practice, with embedded signposting to self-care, to promote self-awareness of mental health and wellbeing.

Method

Staff within ICUs at a large NHS trust were invited to enrol in the Health Check 'self-check' pilot from September-November 2021. Links were sent to online surveys collecting demographic and feedback data and access to the tool; frequent use of this was encouraged but engagement was personal choice.

Results

Out of 55 enrolled participants, 90.9% actively participated with the pilot. 86.5% of these used the self-check tool, with 61.5% doing so repeatedly. Demographic data was collected on 75% and 44% completed the evaluation. Of these, 71.4% found the tool useful, 81% felt it was relevant and 81% reported impact in allowing self-management. It was felt to be acceptable, no-one reported distress with use.

Conclusion

Whilst feedback was not collected from all participants, the tool was found to be acceptable, useful, impactful and relevant to most responders. This low-cost and easily implemented tool may provide benefit to some staff on a greater scale. Factors which may have influenced limited feedback response include lack of perception of benefit from feedback and survey fatigue.