



THE
NORTHUMBRIA WAY

PEOPLE CARING FOR PEOPLE

A data-driven approach to promoting staff health and wellbeing

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Introduction

Steven Chater – Staff Health & Wellbeing Lead

Christopher Wilcockson – Public Health Data Analyst



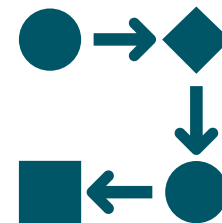
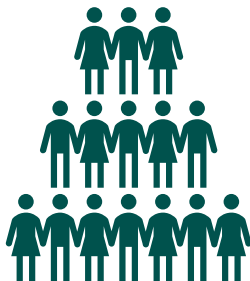
The context



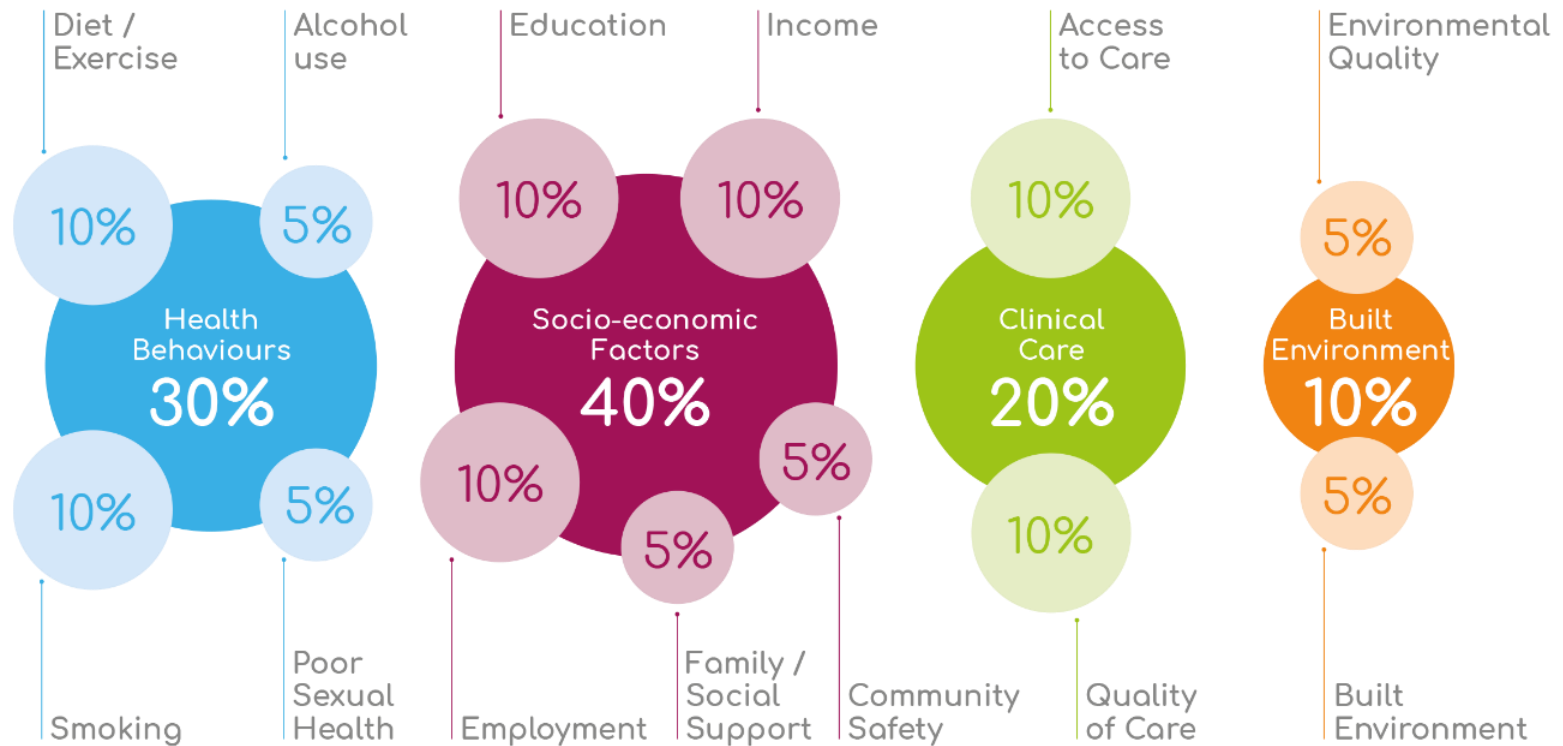
What is a health needs assessment?

“A systematic approach to understanding the health needs of a population”

- OHID (2021)

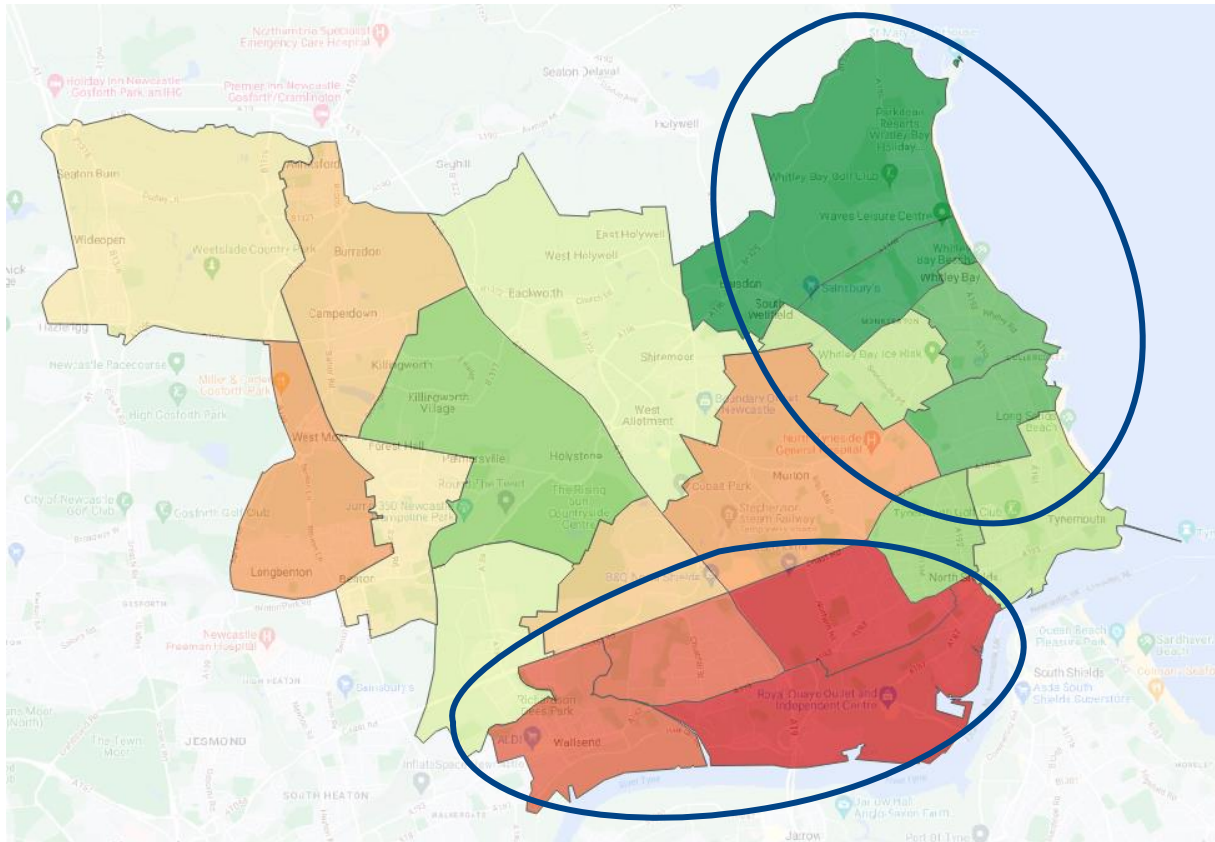


The wider determinants of health



SOURCE: Robert Wood Johnson Foundation and University of Wisconsin Population Health Institute in US to rank countries by health status

Socioeconomic deprivation and health

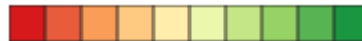


Worse health Better health

Socioeconomic deprivation and health



More deprived




Less deprived




Our health needs assessment approach and output




What did we do?




Worked closely with other teams to bring in their skills and knowledge
e.g. HR and Staff Experience



Collaborated to produce a survey, using our combined insights, to ask the right questions, in the right way



Meticulously analysed the results, applying a health inequalities methodology to the data

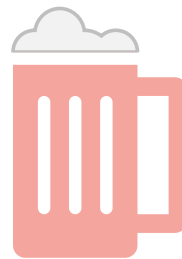


Produced an accessible, interactive health needs assessment profile

The survey



What kinds of things did we ask in our survey?



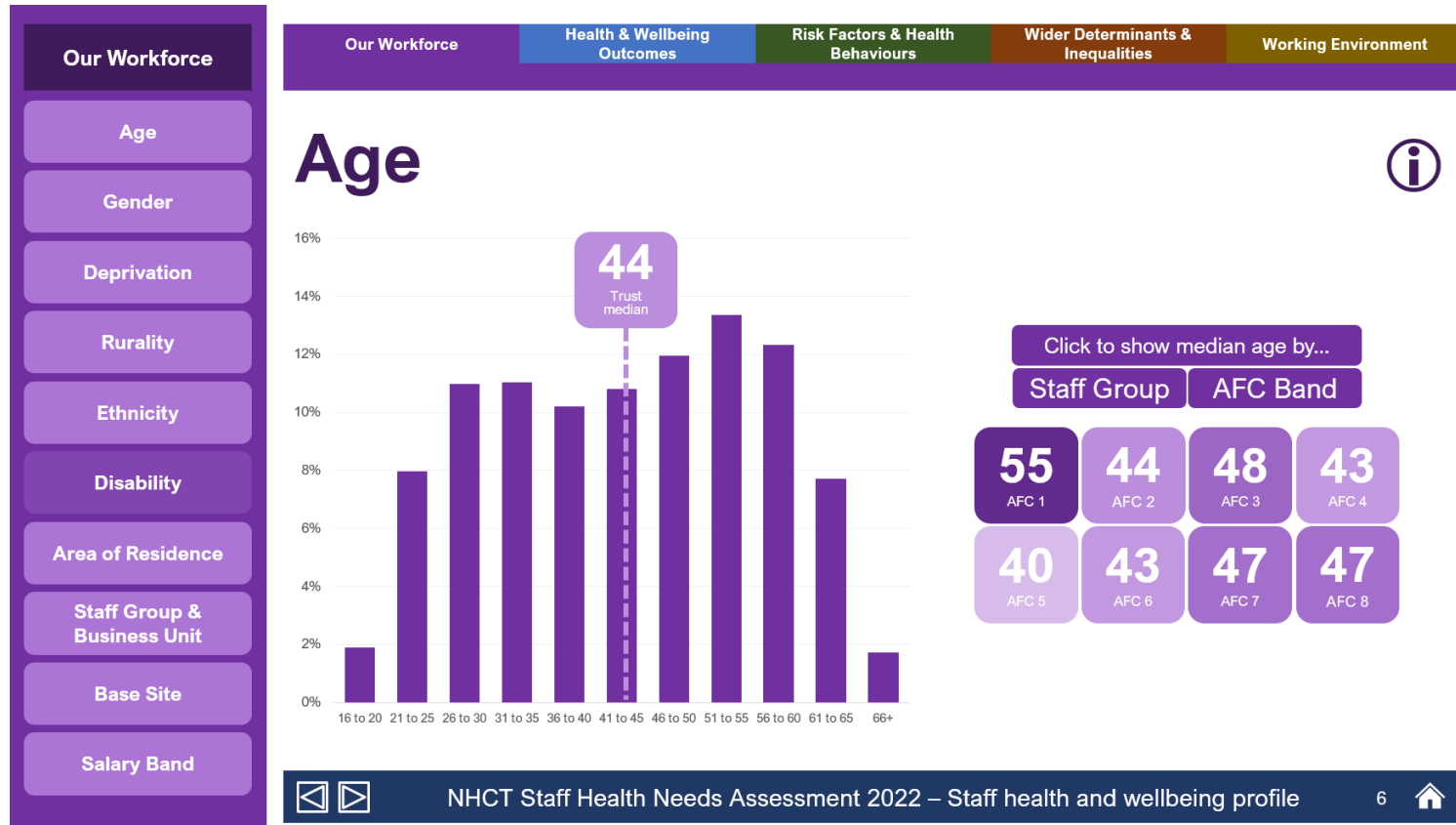
The survey



What kinds of things did we ask in our survey?



Visualising our HNA data


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NHCT Staff Health Needs Assessment 2022 – Staff health and wellbeing profile
6
🏠

How our HNA is informing our staff health and wellbeing provision



MSK Staff Physio

Click and connect sessions

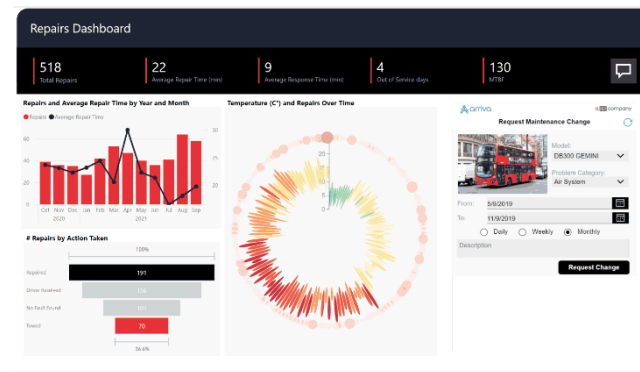
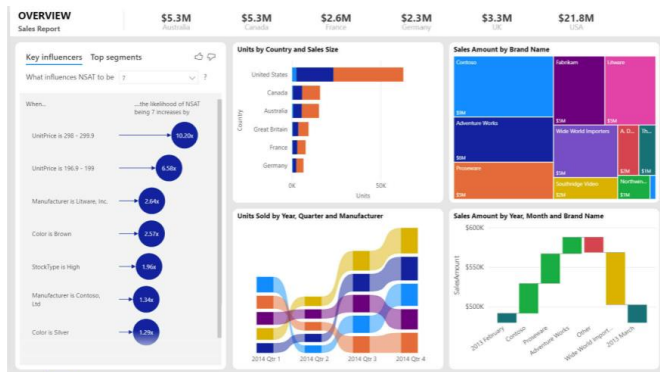
The last Wednesday of the month Via MS Teams- email:

What are our next steps?



Power BI

Meet the needs of managers and leaders across the trust, with better visualisation and more granularity, with self-serve health and wellbeing data tools



Can this methodology be repeated elsewhere?





Any questions?

