

Case Study: NHS Knowsley / Knowsley MBC Evaluation of the Workforce Health Initiative

BACKGROUND

In May 2007, the Healthcare team at M-E-L Research were commissioned by NHS Knowsley / Knowsley MBC to evaluate their three year Workforce Health Initiative. The Initiative is an innovative workplace health intervention delivering activities for staff across nine priority areas (including smoking, healthy food, alcohol, physical activity, positive mental health and health checks).



PURPOSE

The evaluation is designed to measure how far the Initiative has impacted on the health and wellbeing of NHS and Council staff. Specifically, the evaluation is measuring staff awareness, uptake and involvement, impact on staff performance and sickness absence, and impact on working environments and staff motivation. As a large proportion of NHS and Council staff live in the Borough of Knowsley, any health and wellbeing impacts will also have an associated impact on the health of local residents.

METHODOLOGY

The methodology for the evaluation has developed over time, as the Initiative itself has evolved and taken shape. The initial stage was for M-E-L to define an Evaluation Framework consisting of 47 indicators, for 31 of which baseline data was collected. The updating of baseline and impact data has since passed to NHS Knowsley / Knowsley MBC. Additional questions to populate this Framework have been added to Staff Surveys.



In October 2008, M-E-L facilitated interactive consultation with the management group to review learning, challenges and good practice of current management structures and processes. In March 2009, M-E-L consulted staff users of the Initiative, to measure their awareness, involvement, examples of early impact, and document good practice case studies.

The Action Plan for the Initiative is currently being updated, and M-E-L's final year of evaluation activity will be shaped around the re-defined Action Plan.



OUTCOMES

The findings of the evaluation have actively fed into the ongoing delivery of the Initiative, with collaborative approaches working well and building buy-in. Interim annual reports have been produced, shaped around the following key themes: promotion, inclusivity, management support and leadership, data collection, information provision and the range and type of activities.

Key achievements include staff reporting a broad range of health benefits from using activities; elements of the Initiative have become income-generating which releases funding for other aspects; there is high-level commitment to evaluation; and the current high-level Strategy Group membership is a strength to be retained.

NHS Knowsley / Knowsley MBC now need to focus on promoting a clear message to staff about the Initiative and its associated benefits; building association between the Initiative itself and individual activities; and engaging harder to reach, non-office-based staff.

For further information about our work with NHS Knowsley/MBC, please contact
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