

Gloucestershire Safety and Quality Improvement Academy 2026
Increasing uptake of Staff Health Checks
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Background

A Health Checks Nurse was appointed in March 2025. The aim of this charity-funded role was to provide physical health checks to staff and therefore providing essential health insights and guidance for colleagues within the workplace. Initially, these health checks were offered as bookable slots in a small number of locations across the two main hospital sites, but within the first couple of months, uptake was very low and so a different model/approach was needed.

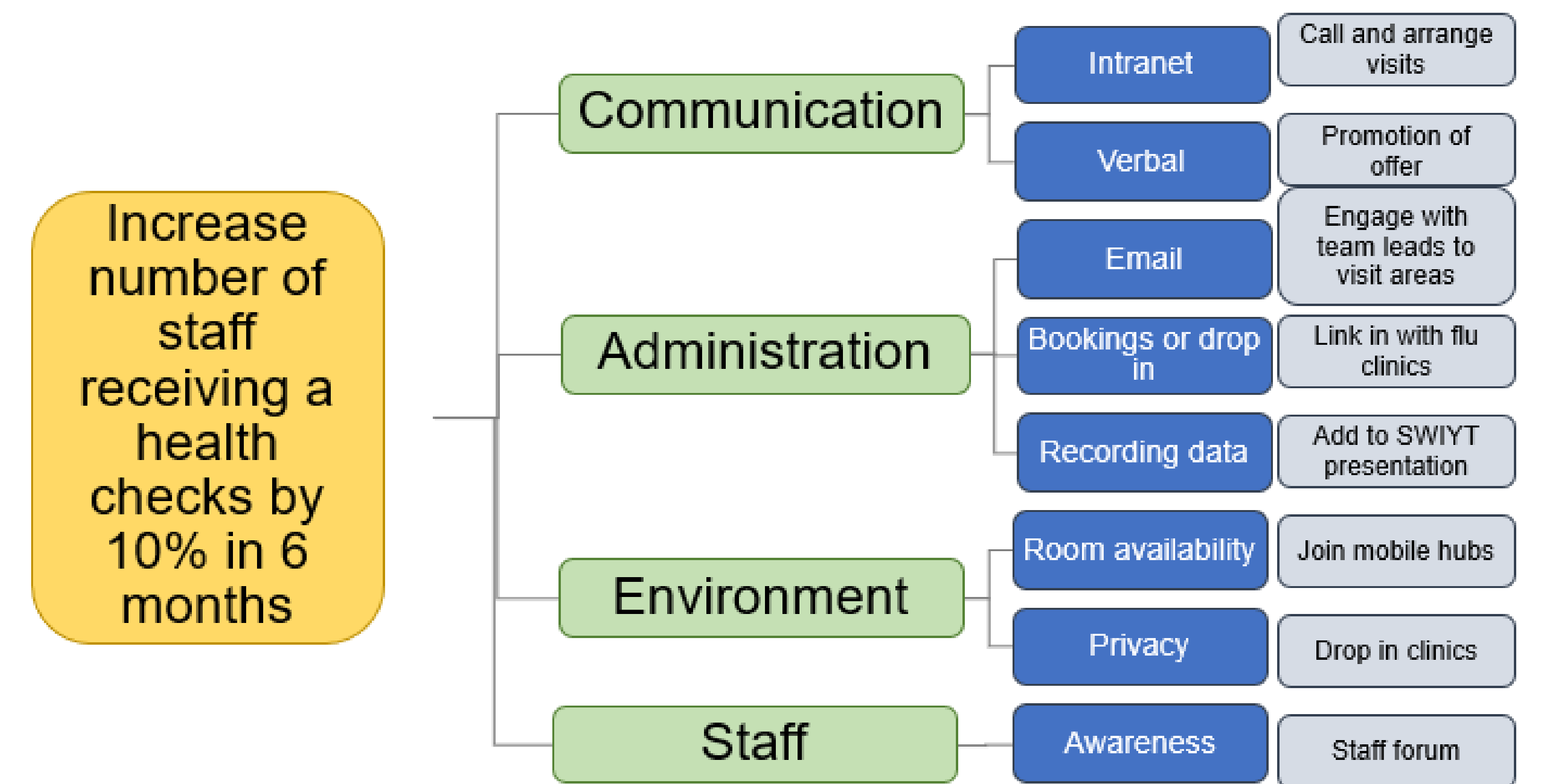
Aim

The aim is to increase uptake of the health checks offer within the staff population by 10% within 6 months

Measures

Outcome - number of staff to have had a health check
Process – number of teams contacted, mobile hubs booked, walkarounds, and promotions in staff updates
Balancing - Staff Annual leave, winter pressures, Christmas, staff sickness, hospital acquired infections, industrial action, fire alarms.

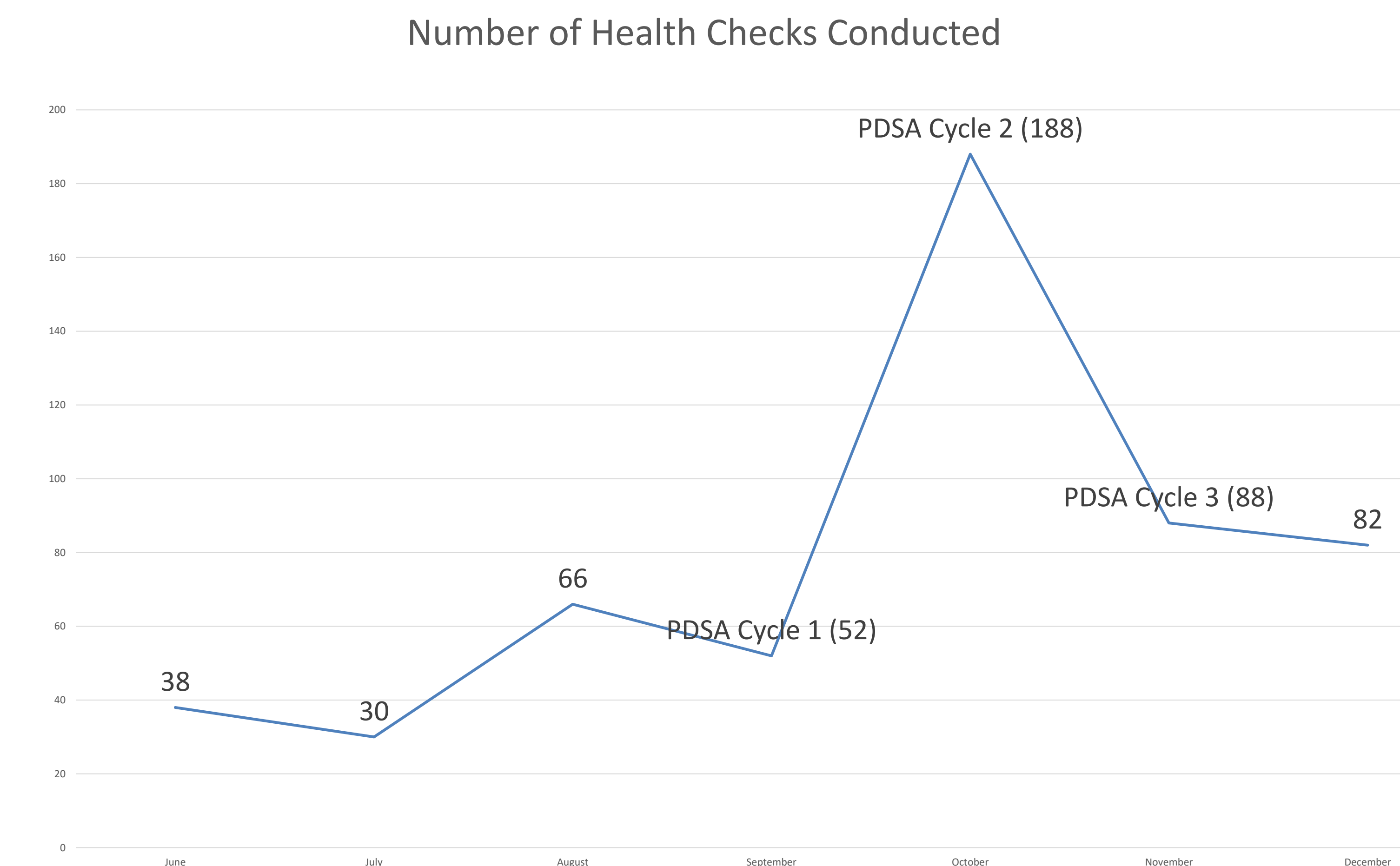
Driver Diagram



PDSA cycles

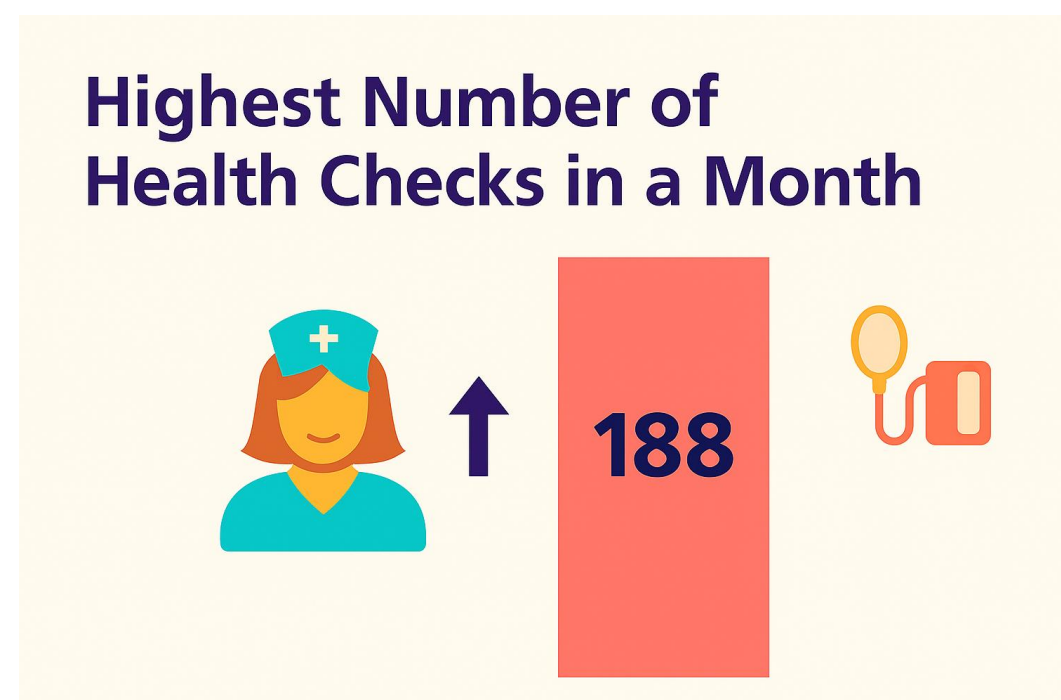
- Cycle 1**
Combination of bookable clinics and drop-in clinics
- Cycle 2**
Working along flu vaccination clinic to offer drop-in clinics
- Cycle 3**
Proactively visiting wards and departments to offer drop-in clinics

Data



Key Results

- Aim achieved ✓
- Health checks increased significantly more than 10%
- Average number of health checks before QI project: 34 /month
- Highest number of health checks in a month was PDSA cycle 2 (working alongside flu clinics): 188
- Networking and communication is key
- Being available to colleagues in their workplace increases uptake



Next Steps

We have found the QI project and PDSA cycles a great way to test different approaches and learn the most efficient ways to reach as many colleagues as possible with Health Checks. For now, we are not planning any further PDSA cycles but will be taking the learning from the three PDSA cycles that we carried out as part of this project. Notably, this key learning is that the Health Checks are most accessible for colleagues when the Health Checks Nurse visits their ward/team/department, offering Health Checks as a drop-in during that time, in their place of work. Alongside this, networking and working closely with the Staff Advice and Support Hub is key, to develop the relationships with teams across the organisation. We have also started stand-alone blood pressure checks, which are quick and easy to deliver with minimal data collection.