

HEALTH CHECKS AT WORK

If you are an employer in Lambeth you are eligible to become part of a government funded scheme that is bringing free and confidential health checks and cardiovascular disease assessments to your staff.

We've put together some helpful information to tell you what ***Health Checks at Work*** is about, how to take part and a little bit about why they are important.

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1. Why are health checks happening at workplaces in Lambeth?

The UK government has funded a new pilot scheme to deliver NHS Health checks and cardiovascular disease health assessments at workplaces throughout the country and Lambeth are one of the boroughs taking part in the scheme.

The aim is to find out if staff find it convenient to access health appointments at work as many people are not taking up the offer of an NHS health check with their GP. We want to encourage more people to have their NHS health checks as it can help save lives.

2. Who is delivering the scheme?

Lambeth Council's Public Health division secured the funding from the Department of Health and Social Care (DHSC) to be part of this pilot. There are 45 boroughs across the UK taking part.

Lambeth Council have commissioned the NHS provider GP Federation to deliver the service. They have a team of clinicians and administrators fully responsible for delivering the health checks.

3. Understanding the risks of cardiovascular disease (CVD)

Cardiovascular disease (CVD) affects around seven million people in the UK and is one of the leading causes of disability and death in the UK and worldwide. The implications of CVD are profound, not only affecting the individuals diagnosed, but also imposing substantial costs on businesses and the local economy due to loss of productivity, and increased health and social care costs. Risk factors for CVD include high blood pressure, high cholesterol, smoking, obesity, physical inactivity, and diabetes. Early detection and management of these risk factors can prevent the onset of serious health issues.

4. Health inequalities and CVD

Health inequalities play a significant role in the prevalence of cardiovascular disease. Differences in socioeconomic status, education, living conditions, as well

as personal characteristics (age, gender, ethnicity etc.) can lead to increased risk of CVD among certain groups. Employees from disadvantaged backgrounds may face greater challenges in managing their health which may lead to poorer health outcomes and increased health inequalities. This scheme aims to make it easier for people to have a health check and reduce these inequalities.

5. What businesses or organisations are eligible for this scheme?

Any business, organisation or charity that operates and has staff working in the borough of Lambeth are eligible to sign up for this scheme.

6. Is it free, what is needed from businesses to have this offer?

Yes this offer is absolutely free to all businesses who sign up, but there will be some requirements we need to deliver this. They are:

- A named person at your business to be able to link with our team to schedule the dates and prepare for the Health Checks at Work team to visit
- Agreement that your staff can take 30 minutes out of their working day to attend the health checks and promote the offer to your Lambeth workforce
- A free private space the health checks can take place in
- A “reception” area, this doesn’t have to be a large space but somewhere the administrator can sit and staff can wait for their health check
- Good internet connection (the team will need to access the NHS server)
- Where possible some parking space/s for the team
- To provide some anonymous summary information about your workplace

7. What if I do not have the right requirements to receive the offer?

If you do not meet the requirements in section 6 but are keen to have this offer, please fill out the form anyway, as we will look for ways we can make this work for your business.

8. How do I sign up my organisation?

Just fill out the expression of interest form: lgpf.org/hcwork, and our team will be in touch shortly to discuss this further with you.

Our ambition will be to see every employer who has requested this offer, but if demand is very high then we may need to prioritise workplaces who have staff who fall into high-risk categories for cardiovascular disease.

9. How long is the scheme running for?

This pilot scheme is running from October 2024 to March 2025.

10. Who is conducting the health checks?

An NHS team from Lambeth GP Federation are delivering the health checks, and all staff will be seen by fully qualified Nurses and Health Care Assistants. They have conducted thousands of health checks in the last few years and are highly experienced at supporting people.

11. Why should staff take part and have a health check?

Health Checks at Work aims to lower people's risk of getting conditions that affect the heart and blood vessels, such as heart disease, stroke and kidney disease. Many of the warning signs for these conditions, such as high blood pressure and high cholesterol, do not have symptoms.

Having a health check can help someone find out if they are at risk of getting these conditions as well as detect the risk of developing diabetes, so action can be taken to improve health.

Staff will also have the chance to talk to a health professional about ways they can improve their lifestyle to enjoy better health. At the appointment and afterwards, they will receive information about how to stay healthy. They will be given results to take away and in some cases they may be emailed within a few days.

12. What are the benefits to my organisation?

1. **Enhanced Employee Health and Wellbeing:** Regular health checks can identify increased risk of developing conditions early, allowing for timely interventions that can prevent serious health issues. Healthier employees are likely to be happier, more engaged and more productive.
2. **Reduced Absenteeism and Presenteeism:** By preventing illnesses through early detection and management, it can considerably reduce the number of sick days taken by employees and reduce presenteeism, encouraging a more consistent, productive and reliable workforce, and reduced costs due to loss of productivity.
3. **Increased Productivity:** Healthy employees are supported to be more focused, energetic, and effective in their roles. Investing in their health can lead to higher levels of productivity and overall performance.
4. **Lower Healthcare Costs:** Preventive health checks can help reduce long-term healthcare costs by catching potential health issues early, before they require more extensive and expensive treatments.
5. **Improved Employee Morale and Retention:** Showing that you care about your employees' health and wellbeing can foster a positive work environment, boosting morale and loyalty. This, in turn, can lead to higher retention rates and lower recruitment costs.

13. How will staff book in?

We have designed a user-friendly service that will be managed by the NHS team. We'll give you a flyer and a link to a booking form that you can circulate for your staff that will fully automate the process to booking the appointments.

There will also be appointment times that are drop-in sessions. We will communicate these times with your named person.

The booking form will ask a series of questions about a person's health status and some identifying information. This is being collected before appointments so the

NHS clinical team can prepare for the health checks, to save administration time on the day.

Any information collected on the booking form **can only be seen by the NHS** and will not be sent to anyone within your organisation. We will reassure all staff taking part their personal information is being kept confidential.

14. Which of my staff are eligible for a health check?

All staff over the age of 18 are eligible for a health check as long as they work in Lambeth. They do not need to live in Lambeth to qualify.

15. Where are the appointments taking place?

We will work with you to find the most suitable place within your organisation to offer this service. If you have several sites we may be able to attend multiple sites.

If your business does not have a suitable place then we will look to identify somewhere nearby that staff can attend to have their health check.

16. What type of health checks are being offered to staff?

Each health check will take about 20-30 minutes and be based around a person's needs. Health checks will be offered depending on age and risk factors for certain conditions as follows:

Age 18-24 or older than 75	Age 25-39	Age 40-74
Light-Touch Health Check	Cardiovascular Disease (CVD) Assessment	Full NHS Health Check (if not eligible will be offered CVD Assessment)
Conversation on the Vital 5 ways you can stay healthy: Healthy weight Alcohol Smoking Blood Pressure Mental Health	Conversation on the Vital 5 ways you can stay healthy: Healthy weight Alcohol Smoking Blood Pressure Mental Health	Conversation on the Vital 5 ways you can stay healthy: Healthy weight Alcohol Smoking Blood Pressure Mental Health
Height and weight measurement	Height and weight measurement	Height and weight measurement
Blood pressure test	Blood pressure test	Blood pressure test
	Blood Glucose pin-prick blood test	Blood Glucose pin-prick blood test
	Cholesterol pin-prick blood test	Cholesterol blood test
Results and Follow Up		
Immediate results and advice to take away * If results show high-risk, then a CVD Assessment will be offered.	Immediate results and advice to take away * If results show high-risk, full NHS Health Check will be offered, unless you are not eligible.	Some immediate results and advice to take away *cholesterol result will take 48 hours and be texted/emailed with further advice if required *if results show high-risk, referral to GP may be requested
With staff consent, the results will be entered into their GP records and email recommendations will be sent to them. *for people having an NHS Health Check blood test, cholesterol test will be emailed.		

17. What is happening with the information staff give on the form or in the appointment, is it private?

Absolutely everything staff tell us on the booking form or in person will be kept strictly confidential. If they consent, a record of their health check will be added to their GP record. In some cases, and with permission we may contact their GP and request a follow-up appointment but we will ask them before doing this.

Some anonymised data will be shared to the Department of Health and Social Care and Lambeth Council Public Health. No one will be identifiable from this information and all data is further treated in accordance with GDPR and our privacy notices:

[Lambeth-Healthcare-Privacy-Notice-2023.pdf \(lambethgpfederation.co.uk\)](#)

[Public Health privacy notice | Lambeth Council](#)

The purpose of sharing anonymised data is for this pilot scheme to be evaluated and so future health services can be planned.

18. Any other questions?

If you still have an unanswered question, you can contact the team at:

health.atwork@nhs.net