

Workplace health checks

Introduction

Thank you for agreeing to complete this anonymous questionnaire. It should take around 10 to 15 minutes to complete.

About your organisation

1. What is the size of your company? (please select one option)

- Micro (0 – 9 employees)
- Small (10 – 49 employees)
- Medium (50 – 249 employees)
- Large (More than 249 employees)

2. What job sector is your organisation from?

2.a. If you selected Other, please specify:

3. What is the breakdown of staffing in your organisation?

	Full Time	Part-time	Fixed-term contracts	Agency staff	Freelancers, consultants, contractors	Zero hours contracts	Family, young people and volunteers
Employees in % (integer, e.g., 57)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Employee profile

4. What is the average age of your employees?

- 18-30 years
- 31-50 years
- over 50 years
- broad age range

5. What is the gender breakdown for employees in your organisation?

	Male in %	Female in %	Transgender in %
% of employees (integer, e.g., 57)	<input type="text"/>	<input type="text"/>	<input type="text"/>

6. What % of your employees are mobile workers? (someone who works in more than one place or travels as part of their job)

- None
- 1-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- Unsure/ don't know

Migrant workers

7. Do you have migrant workers (e.g. people born outside of the UK) in your company?

No

Yes

Migrant workers in your organisation

8. What % of your employees are migrant workers?

9. Where are the majority of your migrant workers from? (Please choose one 'world region'. Examples of countries is given in each region)

- Sub Saharan Africa (e.g. Nigeria, Somalia, Cameroon, Eritrea, Kenya, Ghana, Tanzania, Gambia, Angola, Zambia, Zimbabwe, Ethiopia, D R Congo, South Africa, Uganda)
- North Africa and the Middle East (e.g. Egypt, Yemen, Syria, Iraq)
- Europe [East] (e.g. Albania, Bulgaria, Estonia, Hungary, Latvia, Lithuania, Moldova, Poland, Romania, Slovakia, Ukraine)
- Europe [North/South/West] (e.g. Ireland, Greece, Portugal, Spain, Germany)
- Asia and Pacific (e.g. Afghanistan, Bangladesh, China, India, Pakistan, Philippines)
- North America, South America and the Caribbean (e.g. Trinidad, Mexico, Canada, USA)
- Highly varied- no particular region predominates
- Other

9.a. If you selected Other please write name of the country:

Workplace health checks

10. Do you have employee health and wellbeing as part of your organisational policy?

No Yes

11. Do you think it is important for employers to promote health and wellbeing amongst their employees?

No Yes

12. Has your organisation offered workplace health checks in the past year?

No Maybe Yes

12.a. If you selected Yes, please specify:

13. Is your organisation planning to develop the health checks further in the future?

No Maybe Yes

13.a. If you selected Yes, please specify: then How? Who will be involved?

14. Do you feel your organisation is well-equipped to support an employee who disclosed a long-term condition? (cardiac problem, diabetes, mental health, etc.)

No Yes

14.a. If you selected Yes, please specify:

15. Does your organisation invite charities or health organisations into the workplace to raise awareness about health and wellbeing issues (e.g. health awareness days, cancer support)

No Yes

16. Do you currently offer health checks for your employees (during the employment period)?

No Yes

Type of health checks

17. What type of health checks do you offer for your employee?

- Occupational Health Checks (occupational health surveillance and health screening medicals e.g. with the primary purpose of determining whether individuals are suited to a particular job, or to prevent work-related injury or disease).
- General Health Checks (with the primary purpose of promoting health and wellbeing amongst employees e.g. as part of an employee wellbeing programme)
- Both the above
- Other arrangements

General health checks in your organisation

The primary focus of this survey is around General Health Checks for employee health and wellbeing.

18. When did the organisation first start offering general health checks?

- In the last 6 months
- In the last year
- In the last 2 years
- In the last 5 years
- In the last 5-10 years
- More than 10 years ago

19. How often are health checks offered?

- 1-2 occasions per year
- 3-4 occasions per year
- 5-6 occasions per year
- 7-8 occasions per year
- 9-10 occasions per year
- More than 10 occasions per year
- On demand

20. What assessments are offered in the health checks? (tick all that apply)

Please select at least 1 answer(s).

- Weight
- Body Mass Index
- Resting heart rate

- Blood glucose (diabetes)
- Cholesterol
- Strength test
- Aerobic fitness test
- Bone density
- HIV
- Hep C
- TB
- Stress
- Other

20.a. If you selected Other, please specify:

21. How does the organisation decide what tests to offer and how to deliver them?
(tick all that apply)

- Consultation with employees
- Discussion within team meetings / agendas
- Availability of tests or training in-house
- Approach by external organisation
- Follow national initiatives or guidance
- Other

21.a. If you selected 'Follow national initiatives or guidance', please specify:

21.b. If you selected Other, please specify:

22. Who can access the health checks? (tick all that apply)

- Permanent employees
- Employees on temporary contracts
- External contractors or agency workers

23. Do employees opt in or opt out of health checks? (e.g. if they are advertised and employees sign up to participate this would be considered 'opting in'; if all employees are provided with a general health check but given the opportunity to choose not to be part of them or to stop being involved in them this would be 'opting out')

- Opt in
- Opt out

24. Can employees attend the health check during their working day?

- No - they attend in their own time
- Sometimes - depends on the circumstances
- Yes - they can attend during their paid working hours

25. How much time does the employee spend having a health check?

- Less than 15 minutes
- 15-30 minutes
- 30-60 minutes
- 60-90 minutes

Over 90 minutes

26. Who conducts the health check? (tick all that apply)

- Internal occupational health advisors / doctor / site nurse
- Internal health and wellbeing coordinators
- Internal Human Resources Team
- Workplace Health Champion (Employees) - Peer to peer
- External occupational health advisors / doctor / nurse
- External health and wellbeing coordinators / organisation
- Other

26.a. If you selected Other, please specify:

27. Where does it take place? (tick all that apply)

- Occupational health department
- Other private, dedicated room
- Open area (e.g. restaurant / staff common room)

28. Do employees receive individually tailored health advice alongside their test results?

No Yes

28.a. If yes, specify the format (tick all that apply):

- Verbal information
- Written information
- If written: in Multiple languages
- Also in braille

29. Are employees provided with any take-away materials within the health check?

- No Yes

29.a. If you selected Yes, please specify:

30. What follow up support is offered if employee test results are indicative of a health problem (e.g. blood pressure, BMI, HIV) (tick all that apply)

- No further support or signposting offered
- Internal support from occupational health or on-site nurse
- Internal support from health and wellbeing coordinator
- Signposted to GP
- Signposted to hospital services
- Signposted to counselling services
- Signposted to third sector organisations (voluntary and community organisations - both registered charities and other organisations such as associations, self-help groups and community groups, social enterprises, mutuals and co-operatives)
- Other

30.a. If you selected Other, please specify:

31. Are employees signposted within the health check to online health information and resources?

No

Yes

31.a. If you selected Yes, please specify:

32. Are any test results from the health check stored by the employing organisation?

No

Yes

Opinions towards workplace HIV testing

Late diagnosis of HIV is an important public health issue in the UK and there is an urgent need to test for HIV in new settings. There is a drive to promote health and wellbeing through workplaces. HIV testing is not commonly included in workplace health programmes but could be a valuable addition. However, we would like to know the views of employers.

33. Do you think HIV testing should be available to employees in workplace general health checks?

- No Yes

33.a. If No, then why not?

33.b. If Yes, then why?

34. Do you foresee any benefits of offering HIV testing in the workplace? (tick all that apply)

- Supports corporate social responsibility programme or company vision
- Promotes employee health and wellbeing
- Helps to keep employees engaged (e.g. by offering health testing as a non-work activity)
- Demonstrates that the organisation values its employees
- Increases access to personal health testing for employees
- Increases knowledge about health
- Reduces stigma around HIV

Other

34.a. If you selected Other, please specify:

35. Do you foresee any problems with offering HIV testing in the workplace? (tick all that apply)

- No space to host this
- No trained staff to undertake testing
- Not enough time to do this
- Don't know how to access HIV test kits and information
- HIV screening not appropriate in the workplace
- Don't know enough about HIV and testing
- Would not be enough support from management
- Employees not interested in health checks
- Employees not interested in HIV testing
- Employees have privacy concerns
- No barriers to HIV testing
- Other

35.a. Please specify, if you select Other:

HIV testing in your workplace

36. Does your organisation currently offer to employees:

- Only HIV awareness/ education
- Only HIV testing
- Both HIV testing and HIV awareness/ education
- None of HIV awareness, education or testing

Future provision for HIV testing

37. If your organisation currently does NOT offer HIV testing to employees, would you consider adding this into your provision?

No

Yes

Details of HIV testing in your workplace

38. If your organisation currently offers HIV testing to employees, is this within:

- Occupational Health Checks (occupational health surveillance and health screening medicals e.g. with the primary purpose of determining whether individuals are suited to a particular job, or to prevent work-related injury or disease).
- General Health Checks (with the primary purpose of promoting health and wellbeing amongst employees e.g. as part of an employee wellbeing programme)
- Both the Occupational and General Health Checks
- None of the above/ other informal arrangements

39. Do you think you have enough information about workplace HIV testing?

- No Yes

40. Do you feel your organisation is well-equipped to support an employee who disclosed that they had HIV?

- No Yes

40.a. If you selected Yes, please provide more information:

Guidance on HIV testing

41. Would you find it useful to receive further guidance on workplace HIV testing?

No

Yes

Format of HIV testing guidance

42. What languages would this HIV testing guidance need to be available in?

43. Would you find any of the following formats useful? (tick all that apply)

- PDF document
- Video materials
- PowerPoint slides
- Pictures- png. files
- Pictures- gif. files
- Infographics and picture support
- Case studies

44. Who in the organisations would the guidance need to be sent to?

- Occupational health advisors
- Human resources
- Line managers
- Health and Wellbeing Coordinator
- Other

44.a. If you selected Other, please specify:

Additional comments

45. Please write any comments you may have:

Thank you

Thank you for completing this anonymous questionnaire!

The information you have provided will help us in the development of guidance materials for workplace health checks and HIV testing in the workplace. If you have any questions about the study, would like to receive a summary of the project findings, and/or a copy of the guidance materials when they are ready, please contact holly.blake@nottingham.ac.uk.

Key for selection options

2 - What job sector is your organisation from?

- Accountancy, banking and finance
- Business, consulting and management
- Charity and voluntary work
- Creative arts and design
- Energy and utilities
- Engineering and manufacturing
- Environment and agriculture
- Healthcare
- Hospitality and events management
- Information technology
- Law
- Law enforcement and security
- Leisure, sport and tourism
- Marketing, advertising and PR
- Media and internet
- Property and construction
- Public services and administration
- Recruitment and HR
- Retail
- Sales
- Science and pharmaceuticals
- Social care
- Teaching and education
- Transport and logistics
- Other
