

Organisation Example: OH Services for GPs and Practice Staff - Leicester & Leicestershire

Strategic Drivers Alignment: Services across systems, including Primary Care

Background: University Hospitals of Leicester NHS Trust (UHL) has provided occupational health (OH) services to GPs and their staff across Leicestershire for many years and is a model that remains at the forefront of OHWB system innovation. The aim was to ensure primary care staff had equal access to OH support as those in larger NHS organisations.

Objective: To deliver equitable, high-quality OH services to primary care staff, enhance workplace safety, and foster long-term collaboration between OH professionals and the GP community.

Approach and Intervention

- Initial outreach, where senior OH nurses visited 150 practices to assess staff and workplace risks.
- Sustained service delivery was maintained despite national commissioning changes, with local CCG prioritising funding.
- There was high engagement, with strong demand via referrals and minimal opt-outs.
- Collaboration with the national staff mental health treatment service to support GPs in practice was seen.
- The service model enabled rapid risk assessment support for primary care, contributing to national risk reduction frameworks (e.g. in crisis situations).
- There continues to be ongoing knowledge-sharing and skills transfer between OH and primary care teams.

Outcome / Impact

- Strengthened workplace risk awareness and assessment capabilities in GP practices.
- Unique insights into primary care OHWB challenges contributed to national understanding.
- Enhanced practitioner wellbeing and retention through tailored OH support. 23 Growing Occupational Health and Wellbeing Together: 2025-26 Update
- Research-backed evidence of improved patient outcomes via extended OH-informed GP consultations.

Key Takeaway

Long-term, locally funded interventions which ensure equity of access to OH services for primary care can drive systemic improvements in staff wellbeing, workplace safety,

and collaborative practice across local systems, while influencing national policy and research.

How this demonstrates Growing OHWB Together

This demonstrates how it is possible to bring equity of access to OH services to the primary care workforce across a system, and that collaborative leadership is required to create and sustain an approach.