

NHS Lothian Employability Related Services Matrix – August 2009

Introduction

This matrix has been produced by Edinburgh's Health & Employability Group, a sub group of the city's Joined Up for Jobs Strategy. The matrix provides a **snapshot** of some of the activities that are being developed and implemented by NHS Lothian in relation to employability. The matrix includes activities which have been developed in partnership between NHS Lothian and third sector organisations as well as academic institutions. Most of the activities are Lothian-wide however there are some that only focus on Edinburgh and this is indicated in the Project/Programme section

The activities cover four main themes

- To support workless people with health problems to progress into employment
- To support workless people from 'priority groups' to progress into employment with NHS Lothian
- To promote the role the workplace can play in promoting health and well-being
- To develop early interventions to prevent short-term sickness absence from progressing to long-term sickness absence and ultimately worklessness

Further information about the work of the Health & Employability Group is available on www.joinedupforjobs.org.uk or contact Kate Burton, email: kate.burton@nhslothian.scot.nhs.uk

Group Member	Project / Programme	Project Goals	Project aimed at:	Timescale	Resource
Kate Burton Public Health Practitioner (Health and employability)	Connecting health and employability (Edinburgh only)	<ul style="list-style-type: none"> - Support workless people with health problems (including mental health) to progress into employment by training 800 CHP staff - Increase referrals from NHS to employability agencies by 20% - Establish a single point of access for NHS referrals to employability services - Ensure questions on employability feature in routine health assessments - Enable staff from employment agencies to understand the health issues that may effect some of their clients - Develop services particularly for people with mental health problems 	People unemployed or absent from work due to ill health	February 2009 – 18 months	Pathfinder grant

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Alison Meiklejohn – Mental Health, Head Occupational Therapist and Lynn Ritchie Highly Specialist Occupational Therapist	1. Royal Edinburgh Hospital – horticulture 2. Work training – furniture, joinery etc. 3. South side – computer-based	100 clients per year	These services are often ‘first port of call’ referrals to: SAMH; Redhall; Forth Sector; VCE.	Ongoing – now under review through the ActiVate programme	Mainstream NHS
Susan Prior ActiVate Programme	Knowledge transfer partnership looking at reviewing and redesigning the service for people with severe and enduring mental health problems	- Deciding with stakeholders (service users and providers) the direction of change - Supporting services to implement changes in practice - Evaluating with stakeholders the impact of changes - Development of a model for grading employment services (with specific focus on the interface between health, local authority and voluntary sector partners) and testing a method of managing change in NHS services.	Services which support people with severe and enduring mental health problems	Three year project	NHS Lothian; University of Stirling; QMU; ESRC; The Scottish Govt
Ginnie Moreton, Team Leader, NHS Health Promotion	Workplace Health Team Healthy Working Lives Award Programme	Promote staff health and well being by: <ul style="list-style-type: none"> • providing advice and support on promoting health and well being to employers and employees • promoting, facilitating and assessing the healthy working lives award scheme with employers across Lothian • providing health and safety advice to SMEs. The healthy working lives award scheme	Employers / employees	Ongoing	3 Senior Health Promotion Specialists working with: SMEs Public Sector Large employers both public and private sector. 2 Healthy Working Lives

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		comprises a structured programme at three levels (bronze, silver and gold) covering the following aspects depending on the level an organisation has reached: needs assessment, staff engagement, occupational health and safety, tobacco drugs and alcohol, healthy eating, physical activity, supporting staff attendance, developing a mentally healthy workplace, avoiding accidents at work, health and the environment, lifestyle checks, employability, promoting community health and well being			Advisors delivering health and safety advice to SMEs
Kate Burton Public Health Practitioner	Health, Literacy and Numeracy Project (Edinburgh only)	<ul style="list-style-type: none"> - Provide literacy and numeracy learning opportunities to 260 people annually whose health prevents them from attending mainstream adult learning opportunities - Increase health professionals awareness & understanding of the impact of health literacy on patients ability to; access healthcare services, manage their own health conditions, and take an active role in making decisions about their healthcare 	People with physical and mental health problems	2011	City Literacy and Numeracy Partnership (CLAN)
	Welfare rights advice in healthcare settings	<ul style="list-style-type: none"> - Provide welfare rights advice and information in 16 GP practices in Lothian and the Royal Edinburgh Hospital and Edinburgh Royal Infirmary Hospital - Achieve financial gain for patients of £1million annually - Renegotiate £500,000 of debt annually 	People with physical and mental health problems	Ongoing	NHS Lothian Edinburgh's Social Justice Fund
Health Care Academy Maggie Byers	Health Care Academy	<ul style="list-style-type: none"> Bring people closer to employment within NHS Lothian and give them transferable skills - 4 course per year with 15 participants each 	Unemployed	Ongoing	ESF and SDS

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Jenni Duncan Head of Resourcing	NHS Lothian Human Resources and Organisational Development Strategy	<ul style="list-style-type: none"> - achieve Healthy Working Lives Status for all NHS Lothian staff by June 2011 - implement a Coaching Plan for development and performance, to be delivered through the Organisational Development Team - Develop a range of workforce supply channels including providing employment opportunities for 1000 people over three years targeted to individuals socially excluded in the Lothian area. This will include <ul style="list-style-type: none"> o 50 people who have been stigmatised in the past through having had mental health problems. o 50 people who have learning difficulties - redesign recruitment strategies to encourage the long term unemployed and mature entrants into employment - develop links with agencies and organisations which support disadvantaged people - work with FE and HE to provide training and development opportunities for NHS Lothian staff to break down the "fire break" between registered and non registered grades - 	NHS staff Socially excluded Mental health Learning difficulties Long-term unemployed Mature job-seekers	November 2008 – October 2011	NHS Lothian
David White Assistant General Manager	Keep Well	Lifestyle management includes encouraging people back into work	Deprived Communities (45-64 age group)		Existing, money likely to be redeployed via GP practices

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Edinburgh CHP	Volunteer co-ordinator and volunteer worker at Royal Ed Work ongoing to co-ordinate volunteering possibilities in the NHS				
	Range of health projects who make an indirect contribution to employment	Various (currently being reviewed by the Health Inequalities Standing Group)	Various groups	Under review	NHS part-funded (reviewed by Sheila Wilson)
	Area Focus	<ul style="list-style-type: none"> - Community Engagement, more people on a pathway to work, aligned with community health projects - Proposal to work jointly in the Muirhouse data-zones areas to create an on-the-ground partnership between NHS and Community Renewal to engage and support the following residents: <ul style="list-style-type: none"> o People experiencing depression and anxiety who are not receiving support other than prescribed medicines o People who are recovering from alcohol and other addictions o Young Parents o People who have attended a Keep Well screening and who are 45-55 years old and unemployed 	Specific data zones in Craigmillar and Muirhouse		Pathfinder Grant, ESF
Gerry McFeeley Working Health Lothian	Working for Health Vocational Rehab project - tackling current inequity in access to vocational rehabilitation	<ul style="list-style-type: none"> - Enable people who are at risk of being unable to work, due to new or exacerbation of existing illness or disability, direct access to a specialist rehabilitation service with the aim of supporting them back into the workplace - work related signposting function for GPs, health & social care staff and others 	<ul style="list-style-type: none"> - People who have employment but are in danger of losing that employment due to ill health - Targeted at 	Project manager to start early 2009 and project to be operational by late June 2009.	Funded as a pilot by the Scottish Government

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		<ul style="list-style-type: none"> - Training to ensure the early detection of work issues for people in a health pathway - Referral to a specialist OHS Nurse or physician 	employees of SMEs (Small to Medium Enterprises)	1 year project in conjunction with Healthy Working Lives	