

# Wise Group

## Action Research Initiative: COMPASS PROJECT

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# Action Research Initiative - Context

- Increasing focus by government on reducing the number of people out of work and claiming Incapacity related benefits.
- NHS wish to test how to make practical links between health and employment.
- Local stimulus:
  - Glasgow City Council report on benefit uptake in Glasgow
  - NHS Glasgow - Health Indicator Study
  - Welfare to Work Forum



# Action Research Initiative- Aim

- **NHS led initiative** - driven by GGHB and supported by:
  - National Employer Panel - Glasgow Coalition
  - Scottish Executive
  - Scottish Enterprise Glasgow
  - Jobcentre Plus
- **Project Aim:** To test innovative methods that enable Primary Care staff to connect patients to employment support.

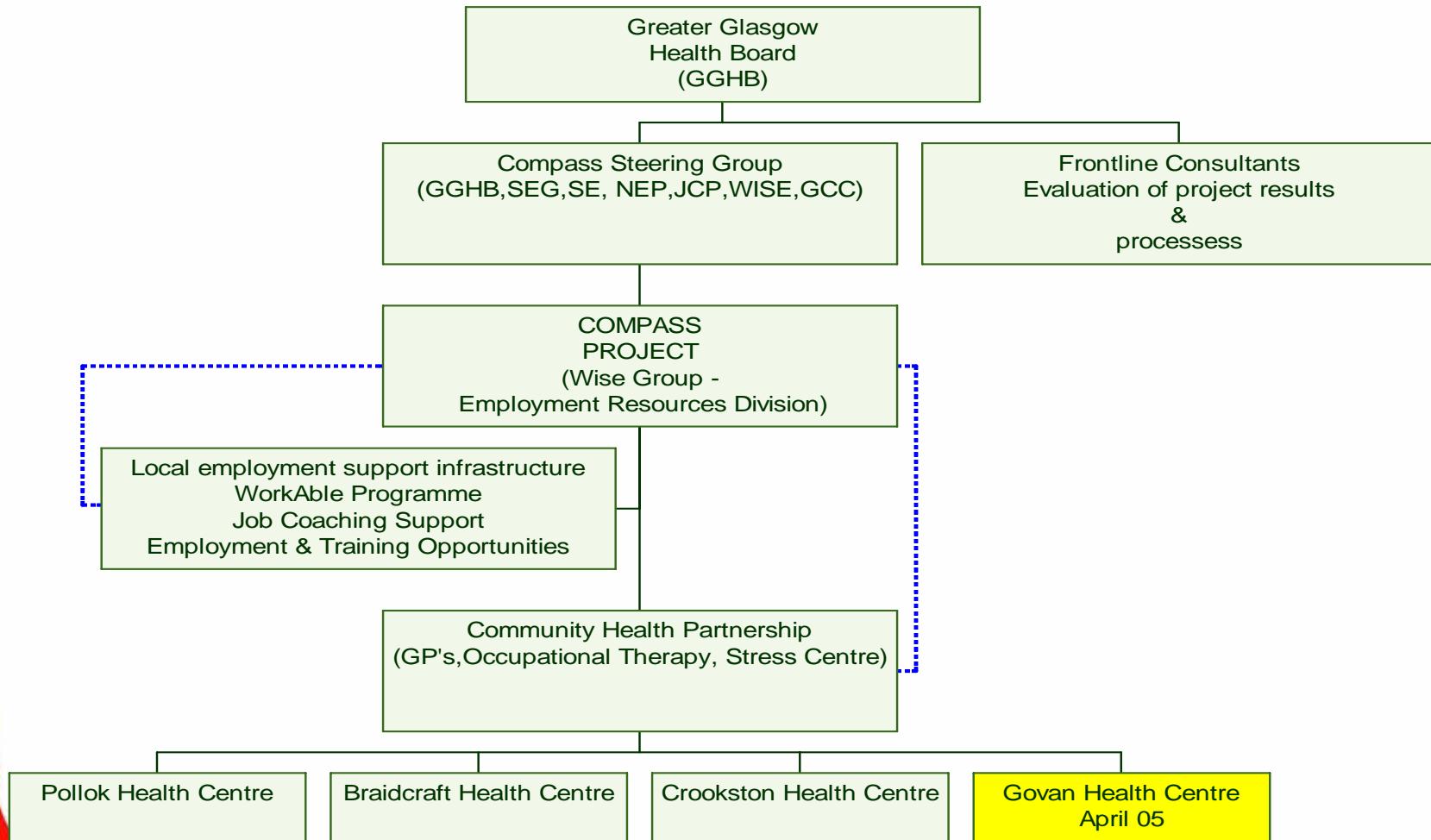


# NHS Specification

- **Open tender to develop and deliver an innovative service model which:**
  - Provided high quality person centred support to those on Incapacity Benefit and/or disability benefits
  - established referral pathway for Primary Care staff - central focus on local GP's
  - monitored a number of key health criteria
  - was voluntary
  - included continuous evaluation
  - Commenced in February 2004



# Project Structure – NHS Fit



# The Compass Model - Elements

- Clear referral pathway from Primary Care staff to project
- In-depth support from a job broker based embedded within the GP practice
- Back to work calculations to ensure access to in-work benefits
- Employment Assessment
- Individual 'Back to Work' Plan
- Occupational therapy and Physiotherapy support (if required)
- Access to a range of employment support interventions
- In work support and tracking



# Client Characteristics

- 23% aged 30 to 39 years
- 30% aged 40-49 years
- 62% male - 38% female
- Range of illnesses:
  - 43% nervous disability
  - 17% physical disability
  - 13% heart/blood problems
  - 13% chest/breathing difficulties
- Health cited as the main reason for clients unemployment (37%)
- The majority of clients rated their health from poor to fair (55%)
- Majority visiting surgery once per month (42%)



# Achievements

- Increasing GP involvement from 3 to 16 - High trust levels between Primary Care Team and project.
- 62% of referrals received from GPs
- 152 patients registered for service against a plan of 120
- 57 patients entered paid employment against a plan of 20, with a further 12 into voluntary work or FE
- 98% have sustained employment for over 13-weeks



## Independently Evaluated (Interim Findings)

- Significant reduction in number of visits to GP (qualitative feedback from patient focus groups and GP's)
- 24% reduced the number of cigarettes they smoked
- 17% reduced their alcohol consumption levels
- 32% increased the amount of exercise they take
- 17% increased fruit & vegetable intake
- GPs and Patients positive about flexible approach of Compass service
- 61% are convinced that they will find a job



For more information:  
[www.thewisegroup.co.uk](http://www.thewisegroup.co.uk)



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