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Healthy Working Lives

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Wider Context

- Health, Work And Wellbeing – Whitehall Strategy (DWP, DH, HSE) launched Oct 2005
- National Director of Health and Work - Prof. Carol Black, July 2006
- Evidence review on Health and Work published Sept 2006 (Waddell and Burton)
- Welfare Reform Act 2007 – Royal Assent in May

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Features of Strategy

- Keep people in work safe and healthy, promote healthy lifestyles
- Enable workers to retain employment if they fall ill or injured
- Assist those out of work due to illness or injury to return to employment

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Health and Work

- Strong evidence that work is good for health¹
- Provides economic resource – needed for material wellbeing
- Central to individual identity, social roles and social status
- Meets important psychosocial needs where employment is the norm
- Employment and socio-economic status are the main drivers of social gradients in physical and mental health gradients

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Health and Worklessness

- Higher mortality
- Poorer mental health, psychological distress, minor psychological/psychiatric morbidity
- Higher medical consultation, medical consumption and hospital admission rates

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Improving the Nation's Health

- Complex interaction of factors
- Address lifestyles
- Address life circumstances
- Worklessness and poverty
- Health and Social inequalities

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Where are we going?

- Need to prevent the flow from work onto benefits
- Need to provide a route back to work for those who have fallen into the benefits “trap”

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Support Required

- Identify those who have a capacity to work
- Work with clients to identify issues keeping them from returning to work
- Provide support to address issues
- Work with employers to provide workplace opportunities

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Key Players

- Patients/clients
- Health Professionals – GPs, AHPs, OH professionals
- Condition Managers
- Personal Advisers
- Employers

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What are we doing?

- Joining up – Health, Workforce Plus, Jobcentre Plus, Scottish Centre for Healthy Working Lives
- Piloting employability advisers in GP surgeries
- Engaging with Health Professionals
- *Keep Well* projects linking to employability services - CHPs
- Healthy Working Lives award scheme – Employability criteria
- Links to Health, Work and Wellbeing Strategy

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What are we doing? (2)

- OHSXtra – Early intervention pilot
- Vocational Rehabilitation – Dundee pilot
- Scottish Mental Health First Aid
- Mental health job retention and rehabilitation pilot
- NHS support for Pathways to Work
- NHS pre-employment support

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What more can we do?

- Need to learn from what works well
- Improve buy-in from all CHPs
- Strengthen links to employers
- Debunk the “myths”
- Recognise link to tackling health inequalities