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Health and Employability Services Working Together



- The NHS as an employer
- The NHS as a service provider
- The NHS as an enabler
- The NHS as an exemplar
- The NHS as a partner

Who are we talking about?:

People claiming Incapacity Benefit and Severe Disability Allowance in November 2006 in Edinburgh:



- 22,375
- 11,170 due to mental health related problems
- (2,100 of whom are drug users)
- 1.390 due to problems with nervous system
- 1,270 due to respiratory/circulatory illness
- 2,640 due to musculo-skeletal problems “bad backs”
- 6,000+ others

What can we do to break the cycle?



Change culture and behaviour of clinicians:

- Expectations from the beginning
- Motivational approach
- Goal setting
- Work in partnership
- Appropriate referrals and supports

There are parallels, there are precedents, there are opportunities e.g. “working towards health”

Employability is not the only concern or option



It is a major determinant of health and well-being but:

- Relationships
- Addressing Lifestyles – smoking, drinking, eating
- Compliance with medication

have to be addressed and other options may be a priority.

Health and Employability Case study

Paul - a clients journey



Drop in Centre

Social firm

Job Centre

Computer training course

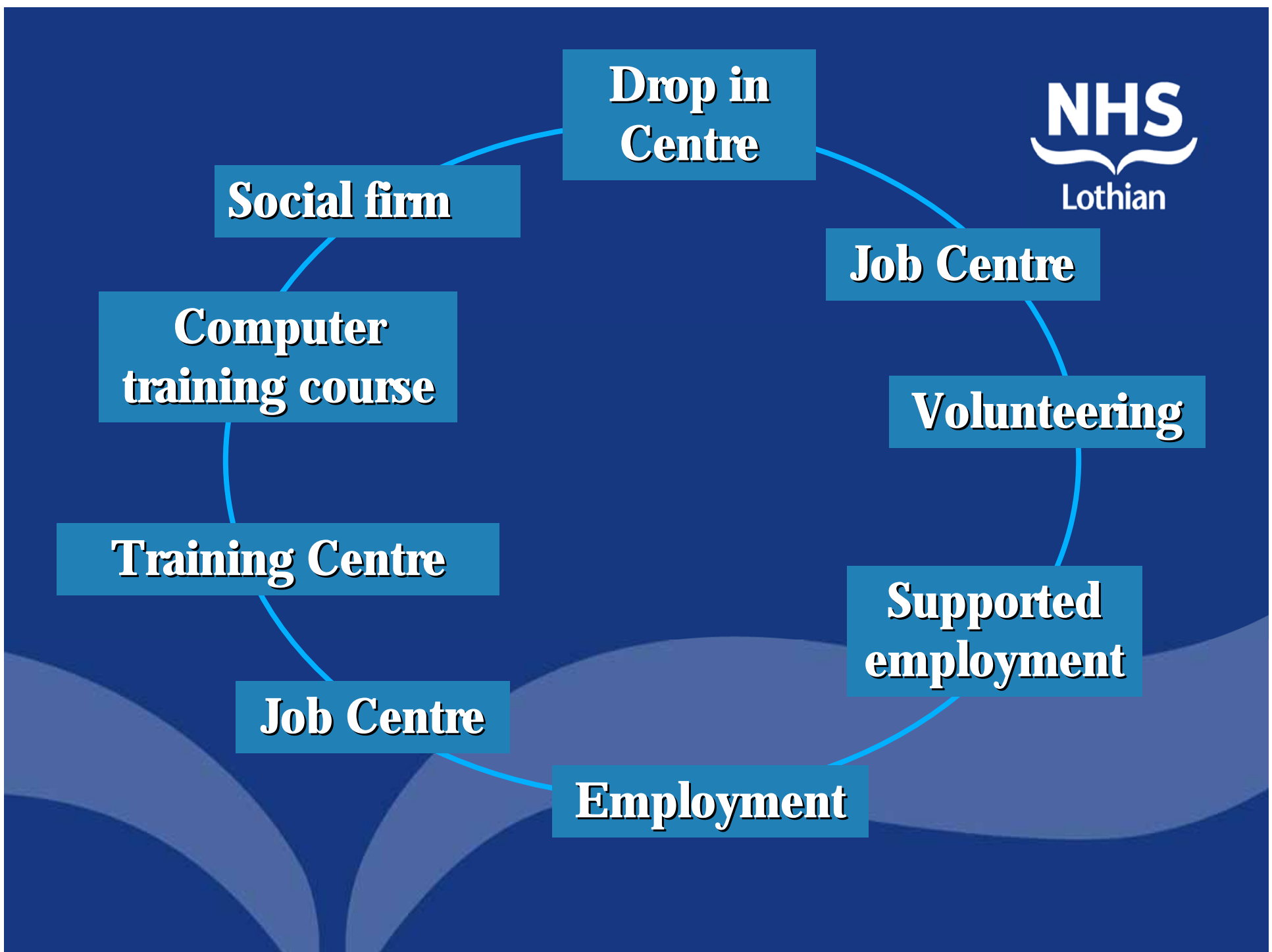
Volunteering

Training Centre

Supported employment

Job Centre

Employment



Paul's experience



- **Symptom management**
- **Design of employability services**
- **Work place culture**
- **Not Job Ready**

Not job ready



Low confidence

Low stamina

Low motivation

No qualifications

Long period of inactivity

Poor personal work ethic

Lacking social skills

High anxiety levels

Poor core skills

Poor literacy skills

Debt problems

Poor stress management

Housing problems

No natural support

Fluctuating health

No recent work history

High benefits dependency

Chaotic personal life

Unrealistic expectations

Unrealistic self assessment

Stigma around health

Not prepared to accept low level positions

No C.V.

Poor interview skills

Bad experiences of work

Part of the solution – partnership



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Stigma around health

Mental Health and Employability – The Evidence base

- **Individual Placement and Support (IPS)**
- **Recovery approach**
- **Cognitive Behavioural Therapy (CBT)**
- **Partnership working (collaboration)**

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Bad backs and joints:

- <http://www.physiotherapyadvice.scot.nhs.uk/>
- This site has been developed by [NHS Lothian](#) to help people get immediate advice and information on how to manage their symptoms safely
- Self referral to service
- Fast track services

What Next?

- Intensive work with GPs, practice staff. CPNs, psychologists etc.?
- Use of targets and new priorities for NHS?
- Amending or enhancing GP contracts?
- A new Occupational Health Service for all?

Final Thoughts

- Educational attainment, literacy and employment are significant determinants of life expectancy and health and well being as well as getting the right “health” care and prescriptions
- Working in stressful environments i.e. having little control over your work, unsocial hours etc. does contribute to poor health
- Doctors can't cure everything