

sheffield health + work strategy group

A FRAMEWORK FOR ACTION

This health, work and well-being framework is part of a continuous development by the Sheffield Health and Work Strategy Group, an innovative partnership of statutory and voluntary organisations working to support peoples' aspirations to engage or re-engage in the world of work.

Our Aims

We believe that by positive collaboration we can improve the health and wellbeing of individuals, communities and the city on the work agenda. In partnership we contribute to the development of work opportunities and healthy workplaces for the people of Sheffield, with a particular focus on those people who come into and out of work due to ill health or disability.

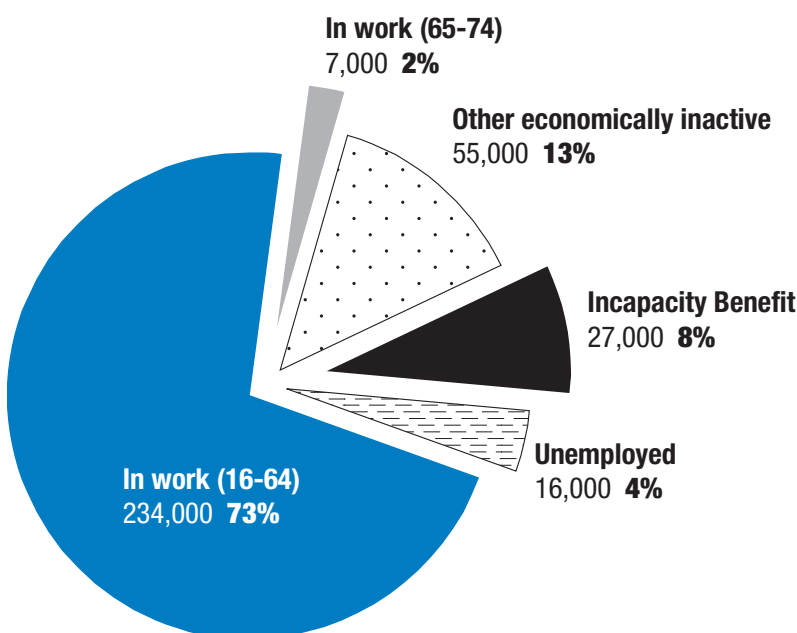
To achieve our aims the Sheffield Health and Work Strategy Group:

- ▶ Ensures effective partnership working;
- ▶ Reduces duplication;
- ▶ Identifies needs and gaps;
- ▶ Raises the profile of health and work issues;
- ▶ Attracts resources and funding;
- ▶ Shares information and good practice.

Why Is Work So Important?

- ▶ **For Individuals** by fulfilling aspirations and achieving the health, social and economic benefits of an active working life.

The Current Health and Work Context:



Two-thirds of Sheffield's population is of working age

Incapacity Benefit (IB)

- ▶ 9 out of 10 people on IB expect to work again when they first make a claim;
- ▶ After 6 months there is 50-50 chance of still being on IB four years later;
- ▶ The average time on IB after 12 months is 8 years;
- ▶ IB claims are due mainly to 3 moderate conditions: 35% mental health (stress, depression and anxiety), 22% musculoskeletal (back/neck pain) and 11% cardio-vascular (angina, blood pressure and respiratory illness).

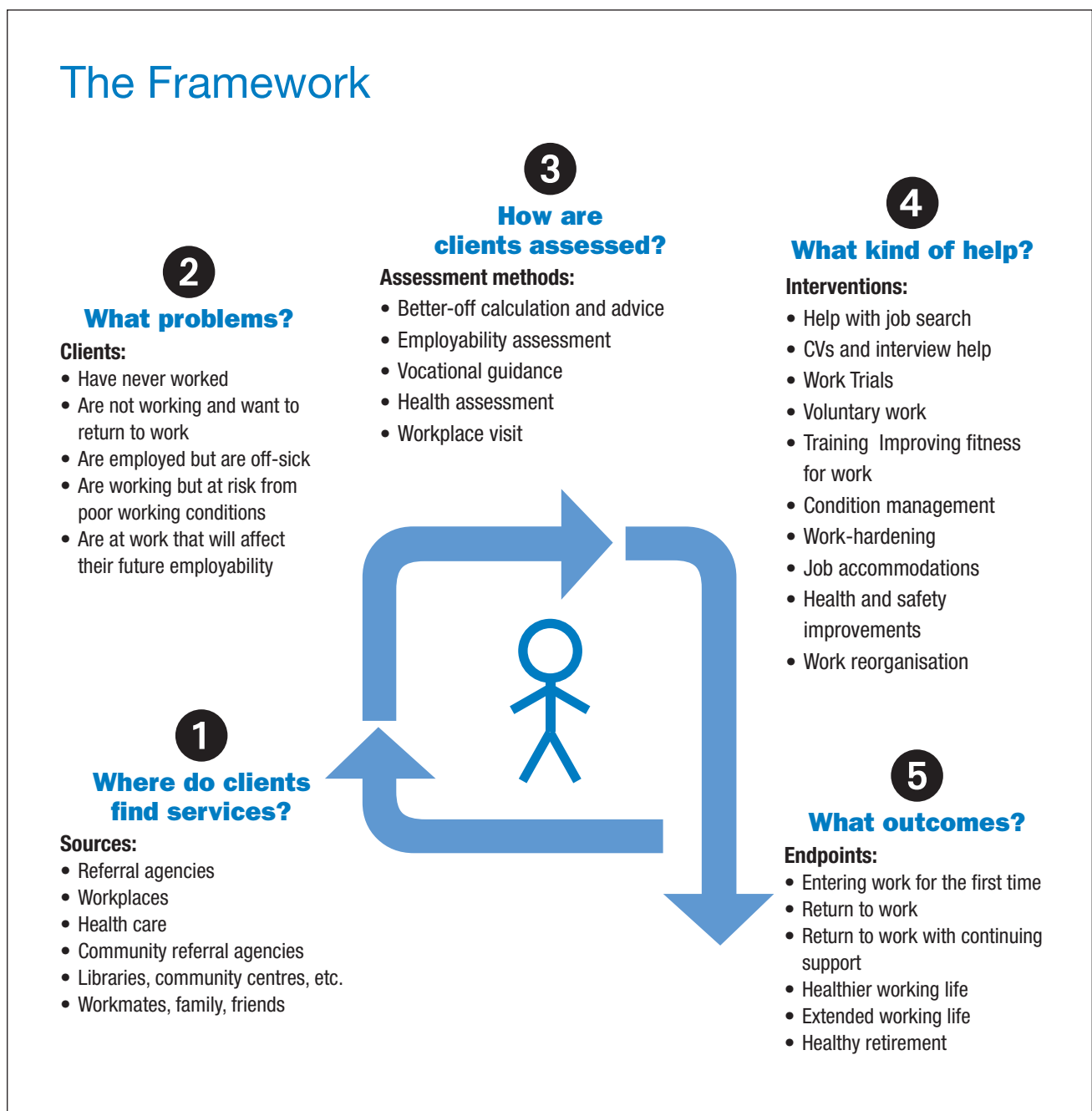
- ▶ **For Employers** by overcoming skills, reducing staff turnover and sickness absence, and building an inclusive workforce more in touch with the needs of a diverse customer base.
- ▶ **For Health and Social Services** by supporting recovery from long term conditions and a reduction in unnecessary hospital admissions.
- ▶ **For the Economy** by meeting the need for skills. If Sheffield is to reach national levels of employment, 17,000 more Sheffield residents will have to enter the workforce.
- ▶ **For Central Government** by reducing social exclusion and dependency on social security payments.

The Framework

We have set out an integrated approach recognising that an individual makes a wide variety of different journeys into and out of work as a result of ill-health and disability:

- ▶ from unemployment into work,
- ▶ from work to sickness absence and back to work, or
- ▶ from work to ill-health related unemployment or early retirement.

To enable different agencies to play their parts they **must** work together. This uses resources efficiently





1: (L-R) David Blunkett MP and Dame Carol Black, National Director of Work and Health at the 'Call for Evidence' event held in November 2007.
 2: (L-R) Lord McKenzie, Lords Minister for Department for Work and Pensions and Simon Francis, Assistant Director, National Social Inclusion Programme at the '5 Steps to Health and Work – a partnership approach' seminar held in March 2007. ©Heather Magner/DWP.

and effectively. Case management or 'navigator' roles can help individuals with severe or complex health conditions: better understanding of services, more effective referral methods and feedback.

Who Does What and Where in Work and Health Provision

There are a range of organisations in Sheffield including: the Sheffield Primary Care Trust, Sheffield Care Trust, Sheffield Occupational Health Advisory Service (SOHAS), Deploy, First Step Trust, Bridge Employment, Sheffield City Council, Jobcentre Plus, Condition Management Programme (Pathways to Work) and primary care.

These organisations provide:

- ▶ Advice on preventing health problems caused by work;
- ▶ Work adaptations, workforce development and education;
- ▶ Prompt, work-focussed treatment and condition management;
- ▶ Vocational guidance, training, job search, in-work support;
- ▶ Employer support and training on rehabilitation issues;

- ▶ Benefits and financial advice;
- ▶ Health care.

Progress and Next Steps

Work carried out by the group since the publication of the original framework document in May 2006.

- ▶ 'Managing Mental Health Problems at Work' an event promoting recent guidelines from the British Occupational Health Research Foundation (BOHRF) practitioners. The event was attended by a wide range of stakeholders including employers and mental health practitioners.
- ▶ An away day to review the job retention and rehabilitation pilots' evaluation on which SOHAS was the lead contractor for the Sheffield area.
- ▶ Engaging with the Pathways to Work implementation team, a Condition Management Programme rolled out across Sheffield in December 2006. Members of the Sheffield Health and Work Strategy Group now sit on the Condition Management steering group and Clinical Governance sub groups.
- ▶ '5 Steps to Health and Work – a partnership approach' a Yorkshire and Humber regional

seminar, attended by Lord McKenzie, that looked at issues around partnership and cross referrals between Practitioners and service providers, in order to provide a better understanding of the barriers that people face when making decisions around their health and work.

- ▶ 'WORKing together' a workshop which brought together organisations who are working with people with mental health issues affecting their employment across Sheffield and South Yorkshire.
- ▶ Hosting the first of Dame Carol Black's, the National Director of Work and Health, 'Call for Evidence' events. The six events being held across the country are part of the biggest ever review of the health of working age people, in a bid to tackle sickness absence and improve mental and physical health. The event was attended by more than 40 people representing multi-disciplinary expertise.

The group's work over the past 3 years is in the process of being evaluated, with a report due out in March 2008.

A second 'WORKing together' event is being held on 22nd January 2008. The event will look at two issues:

- ▶ Working through pathways concentrating on the user journey and
- ▶ Employer involvement – increasing awareness of what services are available to employers.

Please contact Nick Pearson for more details.

The **Sheffield Health and Work Strategy Group** members work in the following organisations:

- ▶ Department for Work and Pensions
- ▶ Deploy
- ▶ IMBY
- ▶ Jobcentre Plus
- ▶ National Social Inclusion Programme
- ▶ Sheffield Care Trust
- ▶ Sheffield City Council (Neighbourhoods and Community Care)
- ▶ Sheffield Occupational Health Advisory Service (SOHAS)
- ▶ Sheffield Primary Care Trust

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