

Derbyshire County Council

Cabinet member – Health and Communities

12 November 2013

Report of the Director of Public Health

HEALTH AND EMPLOYMENT PILOT

1. Purpose of the Report

To seek Cabinet members approval to proceed with a Health and Employment pilot within the Derbyshire Employment Project (County Adult Care services)

2. Information and analysis

- 2.1 Evidence shows that, in general, being in work is good for health, and worklessness leads to poorer health. Once out of work it is likely that an individual's health will worsen and they and their families are more likely to fall into poverty and become socially excluded.
- 2.2 There are approximately 6 million people in the UK in employment who say that they have a long-standing health condition. 2011 census data indicates there were 157,033 Derbyshire residents who have a long-term limiting illness.
- 2.3 Evidence suggests that by following basic healthcare and workplace management most people with common health conditions can be helped to return to work. The 2010 Public Health white paper *Healthy Lives, Healthy People* adopts the life course framework set out in the Marmot Review and identifies 3 Key areas in relation to work and health:
 - a) Enabling more people to work
 - b) Safeguarding and improving health at work
 - c) Supporting disabled people who have health conditions enter/stay/return to work
- 2.4 Dame Carol Black's review of sickness absence published in 2011 made a number of recommendations for a more effective approach to

sickness management and supporting people with health conditions remain or return to work.

- 2.5 There is a strong link between employment and enhanced quality of life, including evidenced benefits for health and wellbeing, and financial benefits. In Derbyshire in 2010/11 only 1.1% of adults with learning disabilities were in employment. This compares unfavourably with 6.6% across England as a whole.
- 2.6 Supporting someone with their employment aspirations is a key part of the recovery process. Employment is a wider determinant of health and social inequalities. In Derbyshire in 2010/11 20.9% of adults in contact with secondary mental health services were in employment; ranging from 13.0% in North East Derbyshire to 35.9% in High Peak.
- 2.1 The Disability Employment Project (DEP) is a well-established county-wide service that has a proven record of supporting disabled people into work (paid or voluntary).
- 2.2 Public Health is proposing to commission the DEP to deliver a pilot project targeting individuals with mild to moderate health conditions overcome the social and occupational barriers preventing them getting back into work or moving closer to sustainable employment or suitable training.
- 2.3 Referrals to the service will be from the advice services based in primary care (currently local CABx), Welfare Rights, GPs and Occupational Therapists based in primary care. The pilot project will be focused on GP surgeries in Chesterfield.
- 2.4 The pilot Health and Employment service will:
 - Provide a comprehensive health, social and occupational assessment of individuals presenting with a health condition that is a perceived barrier to them securing employment;
 - Agree realistic goals and expectations and produce individual action plans to enable individuals to return to employment;
 - Identify and discuss how to overcome any obstacles to return to employment;
 - Facilitate an improvement in the clients self- management of their health condition and in turn to improve their functional capacity;
 - Signpost or refer clients to services that can assist them in managing their health condition;
 - Support clients to find and secure employment, training, work experience or voluntary work;
 - Liaise with CAB advisers, G.Ps, employers, the jobcentre, NHS providers and other agencies;

- Signpost clients to the most appropriate services and activities that will support them in finding employment.
- 2.5 Monitoring data as agreed in the service specification will be utilised to evaluate the service and to make recommendations for the possible continuation of the service.
- 3. Considerations (to be specified individually where appropriate)**
- 3.1 Financial considerations
A budget of £14,000 for 2013/2014 and £27,000 for £2014/2015 has been allocated from Public health for this pilot
- 3.2 Equality and diversity
The proposed pilot will contribute to the council's aim of supporting disabled people into employment.
- 3.3 Other considerations
In preparing this report the relevance of the following factors has been considered: prevention of crime and disorder, human resources, legal, environmental, property and transport considerations.
- 4. Key Decision**
- No
- 5. Call-in**
- Is it required that call-in be waived in respect of the decisions proposed in the report
No
- 6. Background Papers** *(this is not required if the report is exempt)*
- 2010 Public Health white paper *Healthy Lives, Healthy People*
 - Dame Carol Black and David Frost (2011) Health at Work independent review of sickness absence
 - Various papers in public health
- 7. Officer's Recommendation**
Members are asked to approve the proposed pilot.

Elaine Michel
Director of Public Health