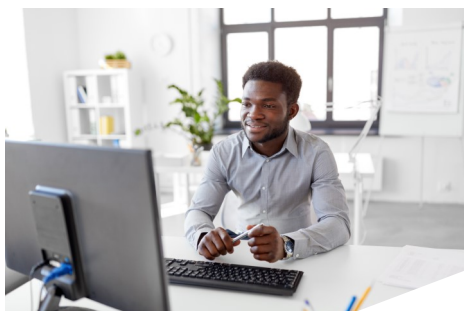


Director of Public Health Annual Report 2018 Update

Review of recommendations





The 2018 Director of Public Health Annual Report, *Work and Health in Derbyshire: two sides of a coin*, looked into the close relationship between the health of the population and workplace productivity.

It made recommendations on what could be done here in Derbyshire to keep our workforce as healthy as possible, to support people in their jobs when they become ill, and to maintain general health and wellbeing at work.

Although the report covered a number of distinct topics, unsurprisingly, the themes do overlap.

What progress has been made since 2018? ?

The following pages give an update on where we are now plus some examples of what has been done to act on the report's recommendations.

WORKING POPULATION

We need to ensure that our working age population has the kind of skills and experience that our local employers need.

This is clearly a lot harder for those with complex needs, so some of the work we have been doing has concentrated on supporting people who face the biggest difficulties.

- Individual Placement and Support (IPS) is now available to help people with severe mental health difficulties into work. Derbyshire is also one of seven areas nationally to take part in an IPS trial for drugs or alcohol dependency in community treatment services.

- Effort is being put into building skills and support for those leaving care, providing people with disabilities, and young people aged 25 and under who have special educational needs, all with the aim of increasing their employability.

- More employers have been signing up to Disability Confident, a national scheme that helps employers make the most of the opportunities provided by employing disabled people.

- 225 organisations in Derbyshire can now pride themselves on being Disability Confident employers.



Healthy workplaces matter

This healthy approach to work is about recognising the simple facts that we are living for longer and need to be able to work for longer.

So there has never been a greater need for people of working age to be well supported, healthy and productive, whatever the employment sector.

- A Skills Advisory Panel has been established that brings together local employers and education providers to pool knowledge on labour market needs and challenges.

- The North Derbyshire Local Integration Board has been set up to take away barriers to employment, education and training. This focuses on helping people with multiple and complex needs including those living with chaotic lives, struggling with debt, problems with self-confidence, or difficulties linked to being a carer.

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Want to read the Director of Public Health Annual Report for 2018 in full?

Follow this link to the DPH homepage:

[https://
observatory.derbyshire.gov.uk/dphar/](https://observatory.derbyshire.gov.uk/dphar/)

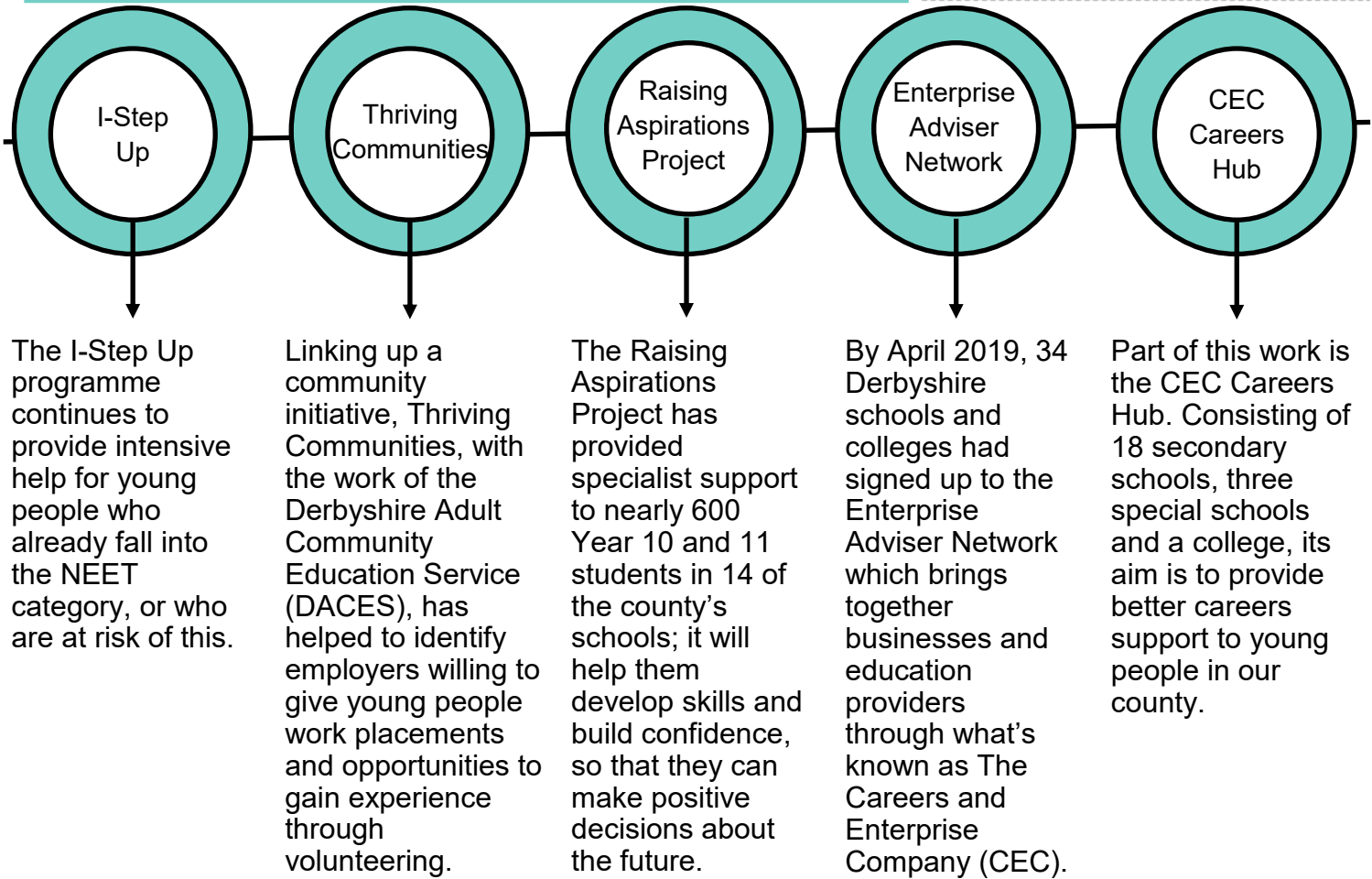
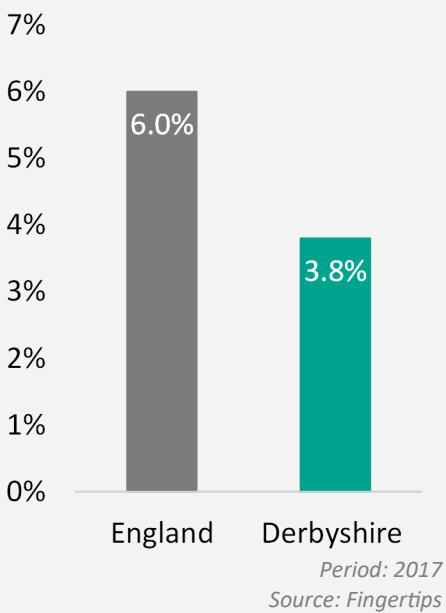
YOUNG PEOPLE AND SKILLS

In last year’s report we said we would look at ways of providing opportunities for young Derbyshire residents known as NEETS (not in employment, education and training).

Finding good and relevant careers advice, building self-confidence and gaining practical work related experience are all part of this.



In Derbyshire there were 570 young people aged 16—17 years that were Not in Employment, Education and Training (NEET) in 2017. This was significantly less compared to the average for England.





MENTAL HEALTH AND WELLBEING

Last year's report looked at mental ill health at work, and ways that we can reduce the negative attitudes, discrimination and stigma around mental health problems.

We encouraged more organisations to sign up to the Time to Change Employer Pledge, part of a national programme designed to change the way we all think about, and respond to, mental health in the workplace.

From January 2019 we began providing a mental health and wellbeing approach aimed at helping organisations to improve the way they manage and deal with mental health; nine workplaces are currently being supported.

The DCC Health and Wellbeing Strategy is also being put in place which has mental health and wellbeing as key components.

When this is formally launched, it will help to spread the word about this approach, what it means, and where people can get more help and advice.

HEALTHY FOR WORK AND HEALTHY WORKPLACES DERBYSHIRE

In 2018 we wanted to promote the importance of helping people to get work - and keep their jobs - when they are ill or managing health conditions.

Live Life Better Derbyshire (LLBD) has been helping local people with all kinds of health-related activities including getting fitter, losing weight or quitting smoking; it also forms part of the Healthy Workplaces programme which reaches staff through a range of participating businesses around the county.

Other initiatives, such as the Fit4Life programme, are making an impact. The results from a trial undertaken with a group of staff from Chesterfield Royal Hospital and Adult Care recorded increased energy and quality of sleep, plus a reduction in time spent in minimal activity (known as sedentary time). The project has now been extended to include other staff.



APPRENTICESHIPS



In many ways, apprenticeship schemes can be considered win-win because they benefit both the employers and the individuals gaining valuable workplace skills.

Last year we said we would work with the private sector, and particularly small businesses, to encourage them to take on more apprentices.

Part of this involved showing businesses the different ways that they could benefit from the apprenticeship programme.

But, because the system is not always straightforward, we also provided help so employers could understand the process better and how it worked.

A P P R E N T I C E S H I P S :

What's happening in Derbyshire

The Local Enterprise Partnership for Derby, Derbyshire, Nottingham and Nottinghamshire (D2N2) is working locally to help improve our economy and competitiveness; part of our work with the D2N2 Growth Hub and local partners in further education is to highlight the positive benefits of apprenticeships to employers and students.

Apprenticeships are also promoted through the Adult Education Service and council departments, with the experiences of apprentice ambassadors being used to bring their stories to life and explain how the system works.

The council is working with other Derbyshire employers to find ways of joining up what's known as the Apprenticeship Levy. Underspend so it can be pooled to help local people get training and jobs.

VALUING THE WORKFORCE

We talked in the 2018 report about the importance of looking after existing staff and creating healthy workplaces.

We asked what more organisations could do to value and support their employees so that they could be more productive and engaged, and less likely to go off sick, particularly through stress and anxiety.

Some of this work is channelled through Derbyshire Healthy Workplaces; there are now 55 organisations accessing this free health and wellbeing programme.

A Healthy Workplaces Derbyshire employee survey is being used to assess the health and lifestyle of the staff who work at the various organisations we are supporting. This will mean that the measures put in place by these employers are more likely to make a difference.

The Council has also signed up to the Dying to Work Charter which means that employees who are terminally ill, and want to continue to work, are supported to do so.





LONG TERM UNEMPLOYMENT

Being out of work for any length of time can be very tough, but, when it stretches into months or even years, the effects can be even more damaging; this is why long term unemployment was one of the key areas discussed in the 2018 report.

Helping people in this position to get their skills and experience back into the workplace is important not only for the economy, but for the health and wellbeing of those affected.

This is why the work of the D2N2 People and Skills Board and the Skills Advisory Panel are focusing on understanding more about the skills local employers need, and ensuring that local people are equipped to provide these.

Uncovering the barriers to employment in key locations in Derbyshire is part of the work of the community initiative, Thriving Communities, which is looking at more flexible and personalised ways of resolving problems affecting people's lives.



UNPAID AND FAMILY CARERS



This theme in the 2018 report looked at what more we could do to support the large number of people in Derbyshire of working age who are also carers. Because of the difficulties of juggling caring responsibilities, many carers give up work, removing themselves from the workforce and finding themselves isolated and cut off from the many positive effects of working.

The council is looking at ideas around introducing a 'carer confident' benchmarking scheme for employers. The aim is to help spread awareness about the needs of carers in the workplace, and the steps employers can take to help support them to remain in their jobs.

A project designed to help working carers is being undertaken with the Association of Directors of Adult Social Services (ADASS); part of this is looking at ways of improving local policies so that local authorities can help carers get jobs and feel supported to remain in work.