



Working for a healthier tomorrow

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HEALTH WORK WELLBEING



Remit of Dame Carol's Review



- Comprehensive review of the health of working age people
- Considers the myriad factors that influence health and well-being, including being in work or workless, and having long-term health conditions
- Aim is for the Review to lay the foundations for necessary and wide-ranging reform



A new vision for health and work

At the heart of the Review are three key objectives:

1. Prevention of illness and promotion of health and well-being;
2. Early intervention for those who develop a condition; and
3. An improvement in the health of those out of work





1. Preventing illness and promoting health: the role of the workplace

- 75% of working age people in Britain are in employment – and so spend high proportion of waking hours in the workplace
- The workplace offers great scope for targeting messages and initiatives about healthy living – with potential impact on both employees and their families
- Need to go beyond essential compliance with health and safety legislation and promote health and well-being more generally





From compliance to leadership - recommendations

- Government should initiate a business-led health and well-being consultancy service, offering tailored advice and support and access to occupational health at a market rate – geared especially towards smaller organisations.
- Government should work with employers and representative bodies to develop a robust model for measuring and reporting on the benefits of employer investment in health and well-being.
- Employers should use this model to report on health and well-being in the boardroom and in company accounts.



A new tool to evaluate the benefits of investing in employee health

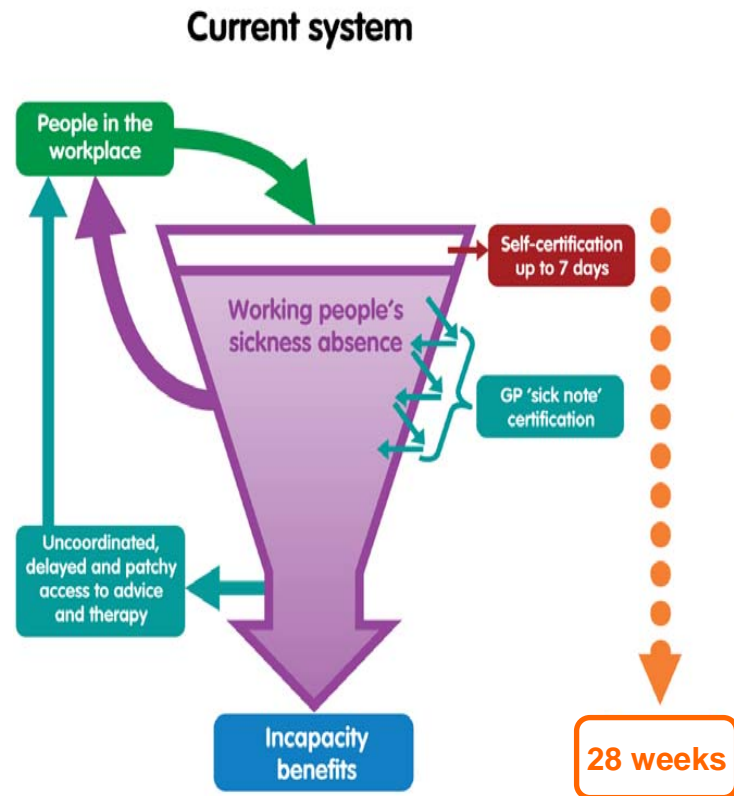
- In partnership with BITC's *Business Action on Health campaign*, PwC are building on their original work to develop a free-to-use evaluation tool for measuring the economic benefits of investing in employee health
- Launching a pilot in July. Keen for organisations to help us by agreeing to take part in this pilot.
- Signal your commitment to promoting health and well-being and help us develop and enhance the tool.
- Sign up today at www.workingforhealth.gov.uk free of charge!



2. Early intervention for those who develop a health condition

What's not working:

- Fallacy persists that individuals should only be at work if 100% fit
- No clear pathway of rehabilitation for work-related ill-health
- This belief has led to sub-optimal treatment of patients and out-dated procedures for certification of sickness absence





Dealing with illness: from sick note to *fit note*

- Current sickness certification scheme reflects assumption that being ill means absence from work.
- Needs to be overhauled, so that focus is on what a patient can do rather than on what they cannot.
- Paper-based sick note should be replaced by electronic *fit note*
- Would aid communication between GPs and employers, as well as enabling improved monitoring and analysis of trends





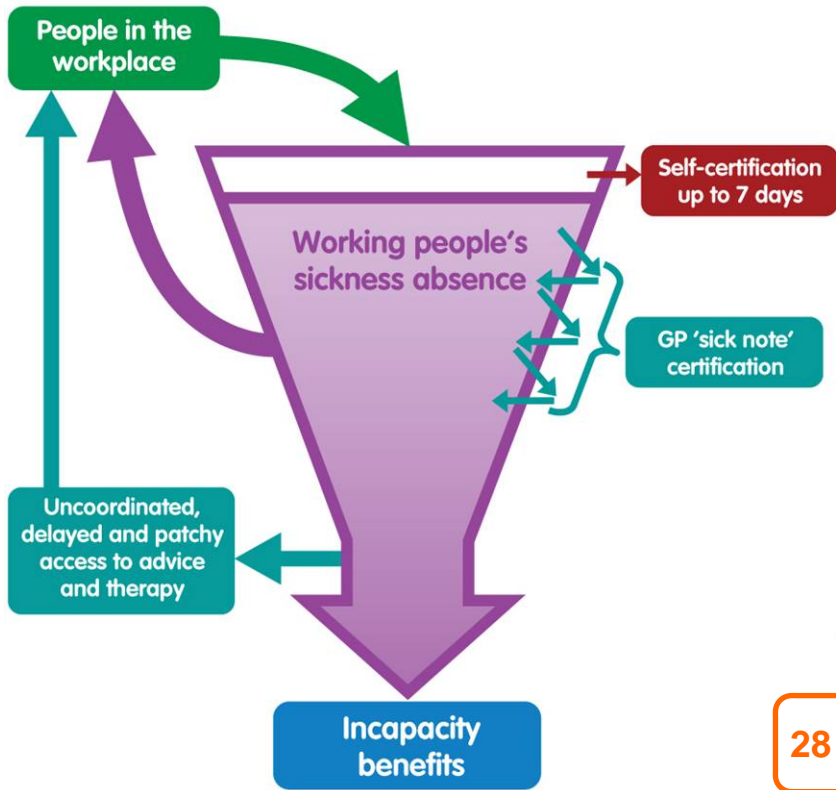
Early intervention: a *Fit for Work* service

- The *Fit for Work* service must be available to all so that access to occupational health support is no longer the preserve of the few
- *Fit for Work* should be complementary to in-house provision of occupational health and other rehabilitation services
- GPs would use the new *fit note* system to refer patients to the *Fit for Work* service
- Patients with 'red flag' conditions (recurrent conditions, or serious underlying conditions) would be referred onwards at the earliest opportunity

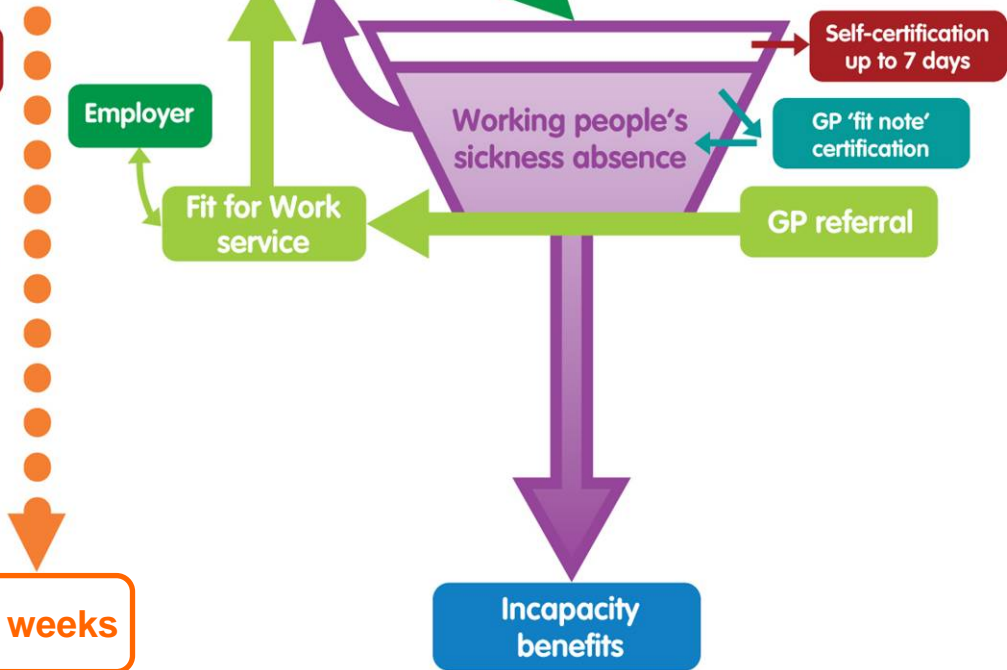


How the new model could work

Current system



A new model for early intervention





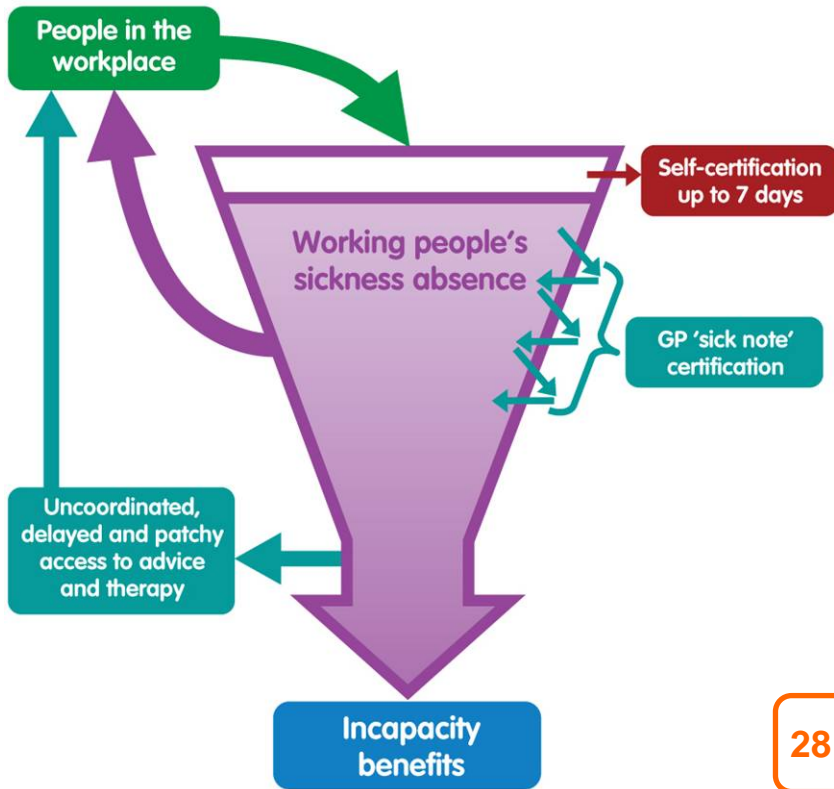
3. Improving the health of those who are out of work

- Current arrangements for handling sickness at work all too often lead to individuals losing their jobs and moving onto incapacity benefits
- This happened to around 350,000 people last year at cost to public purse of around £5,250 per claimant
- With over 600,000 unfilled vacancies in the UK, returning the workless to employment is vital to business and the economy
- We need to equip people with not just the health support but also the skills and confidence to access employment opportunities and return to work
- Employers are encouraged to consider the simple adjustments to workplace practices which can enable those workless through ill health to return to work more easily

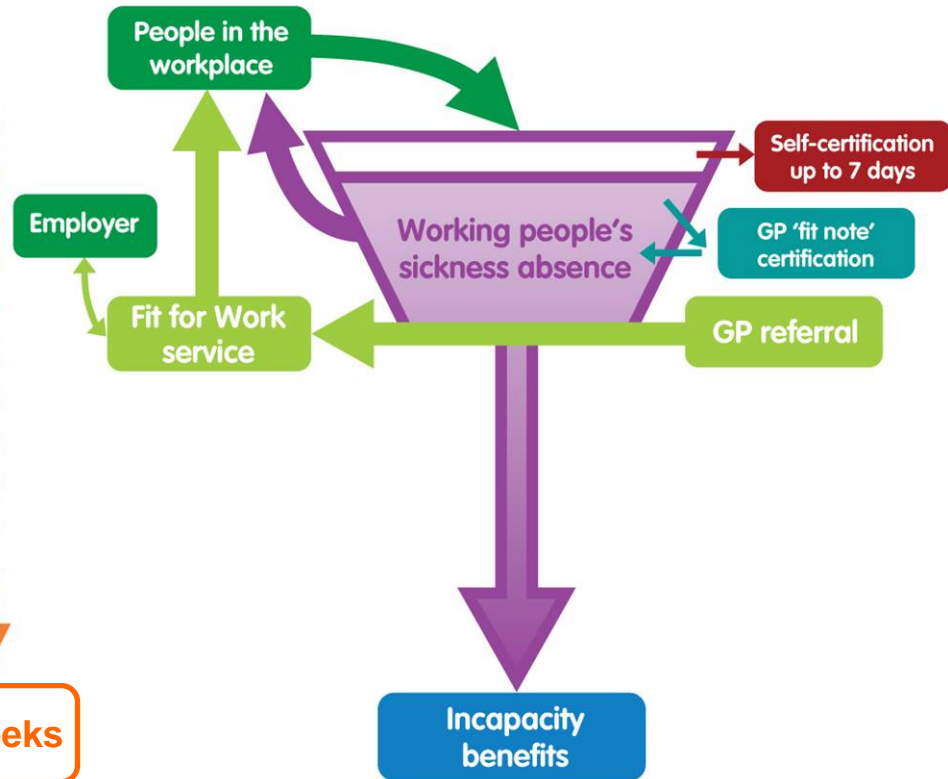


Workshops - exchange of ideas FFWS design

Current system



A new model for early intervention



28 weeks