

Health Work Wellbeing

20th July NEHIN

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HEALTH WORK WELLBEING

Health and Work

“Employment is nature’s physician and is essential to human happiness”

Galen (129-200)

“Work is generally good for physical and mental health and well-being”

Waddell & Burton (2006)



Focus- 2 key issues

- Employers and Primary Care need to ensure that people do not unnecessarily leave the workforce
- Employers need to understand the health, productivity and commercial benefits of health and well-being

How do we keep people in work?

Employer

Job Centre +

Occupational Health,
Vocational Rehabilitation,
Sickness Absence
Management

Pathways, Condition
Management, etc

Primary Care

In Work

Sick Leave

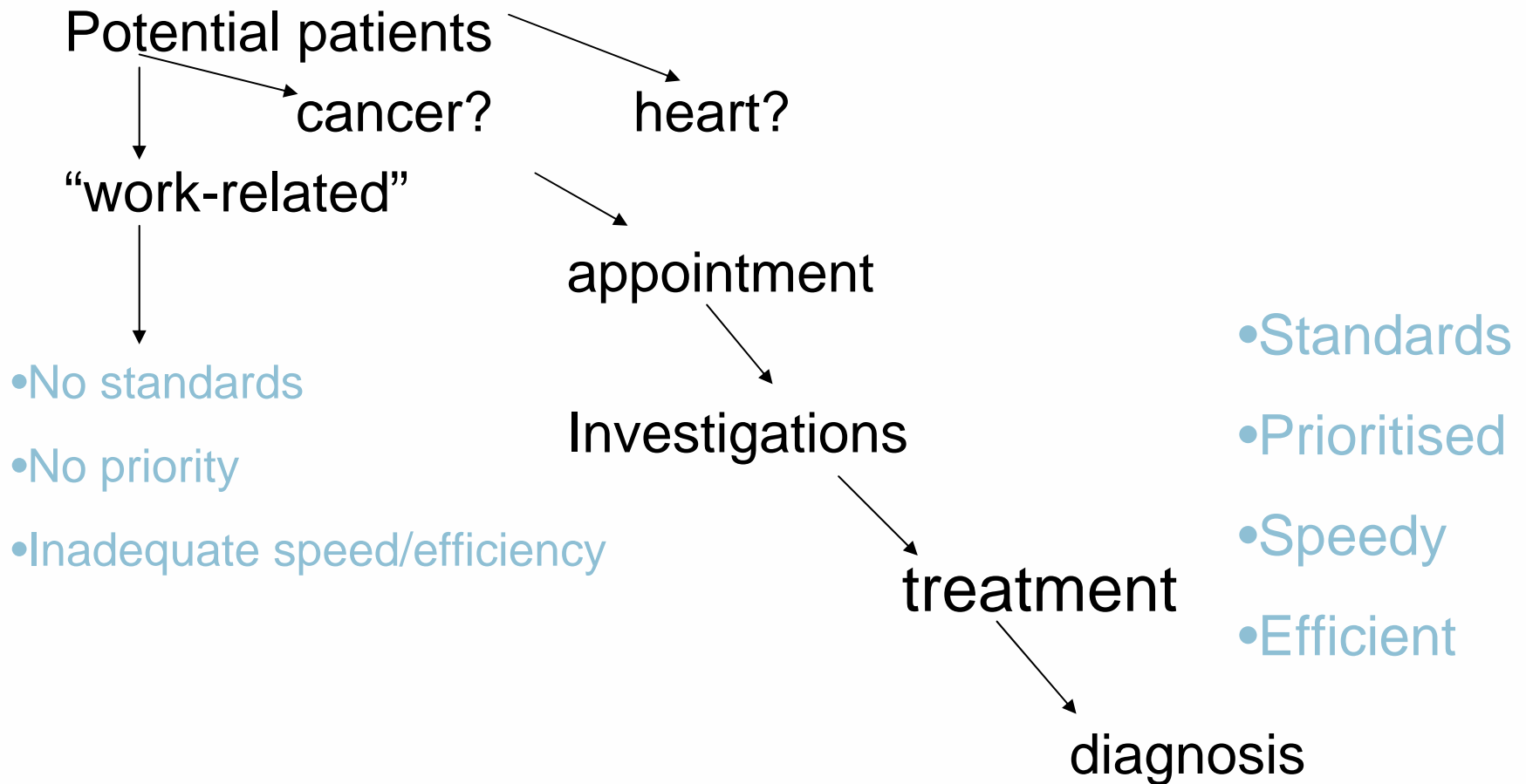
Job Seekers
Allowance

Incapacity
Benefit

The Importance of the health of the working age population

When will the attention to and speed of treatment resemble that of heart disease or cancer?

Speed and efficiency of NHS care



Importance of early Intervention: Analogy...

Breast Cancer



Diagnosis



Secondary
Liver Cancer

Sick Note



Incapacity
Benefit

Risk of leaving work

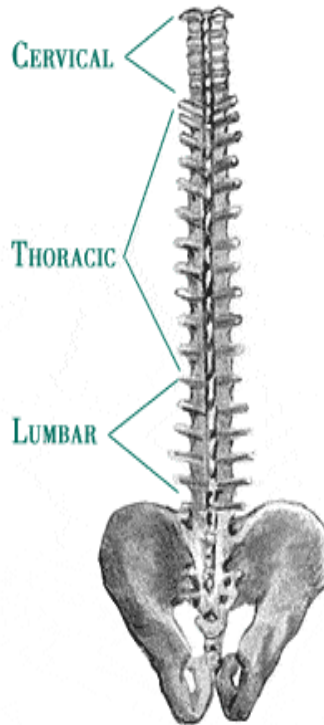


Importance of early intervention

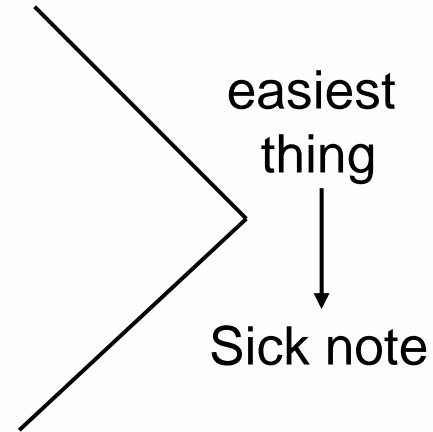
- It is clear that the longer the issue that puts someone at risk of leaving the workforce is left:
 - More difficult and more expensive the intervention
 - Less likely hood of return to work
 - Increased chance of additional health issues (esp. mental health) developing

Dilemma for GPs

Back Pain → GP



- ? What to do
- no expert “work” advice
 - no access to OH professionals
 - no access to rehabilitation
 - no quick therapy options
 - no rapid referral options



Varied understanding of “health and work”

FMED 3 ('Sick Note')

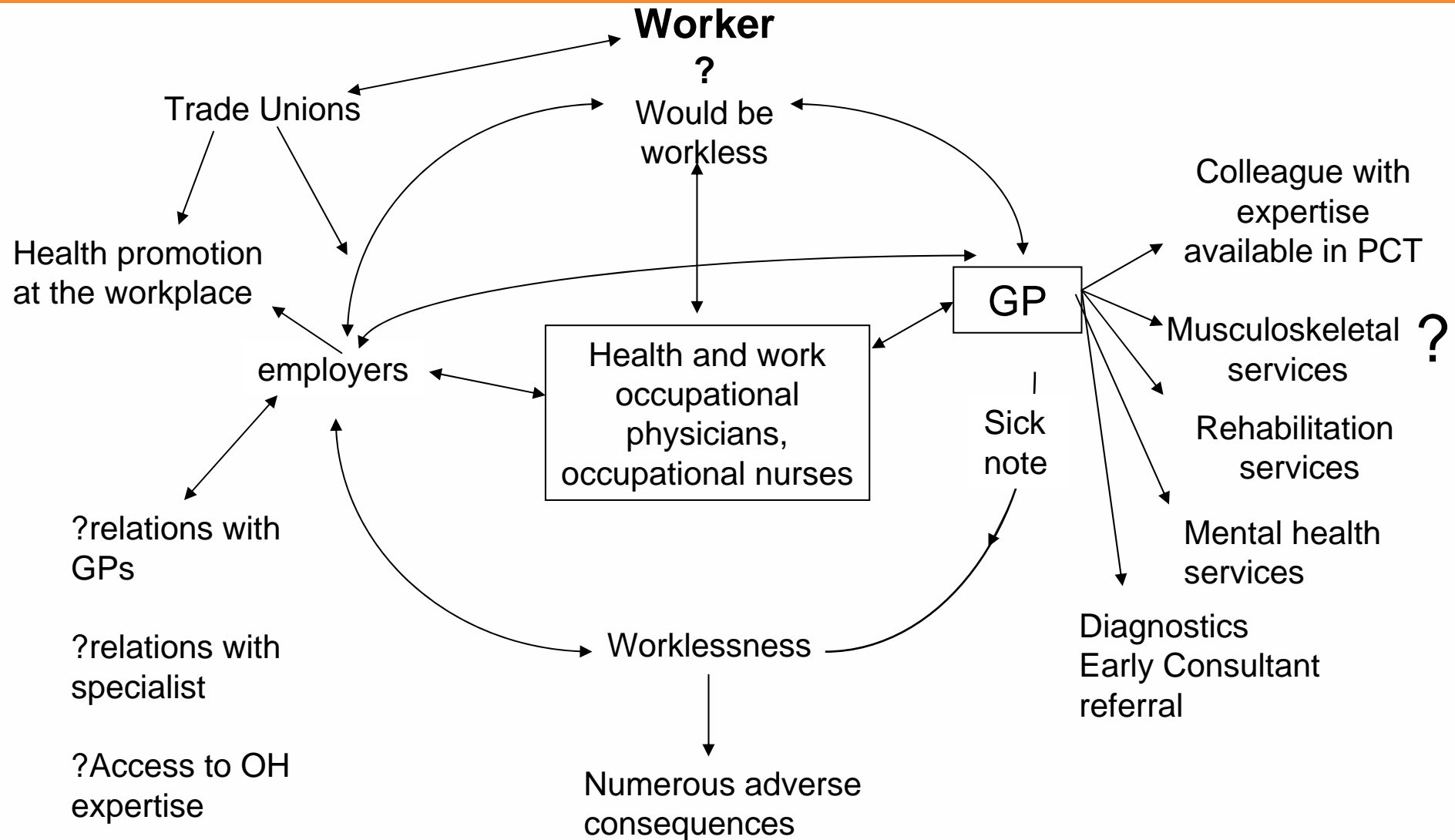
How can the FMED3 become more effective?;
idea from GPs

- Electronic completion of the form, with redesign to include return-to-work
 - Return-to-work implicit within the issuing of the sick note
 - More robust collection of data
 - Potential to expand system to include advice to both patient and GP on return to work
 - Will raise the profile across all GP practices; not just the champions of health and work

What do we need

- medical intervention
 - physical therapy
 - rehabilitation
 - vocational rehabilitation
 - case management
- in combination?

The challenge



Questions

- Is the current occupational health approach too narrow?
- Is return to work sufficiently integrated ?
- Does and should the workplace provide a venue for prevention strategies and the maintenance of health?

“Health is created in places
where we live, love, work
and play”

WHO

'Public' health, work and productivity

- World Economic Forum report into chronic disease, work and workplace health solutions.
- Findings showed that chronic disease;
 - has an upward trend,
 - impacts on productivity
 - the workplace is an important location for successful interventions



Working Towards Wellness

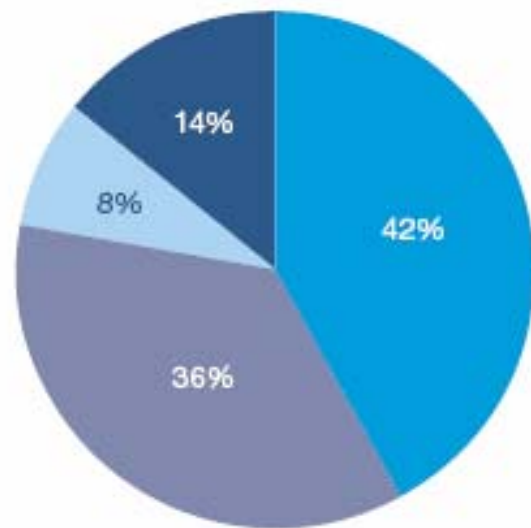
Accelerating the prevention of chronic disease



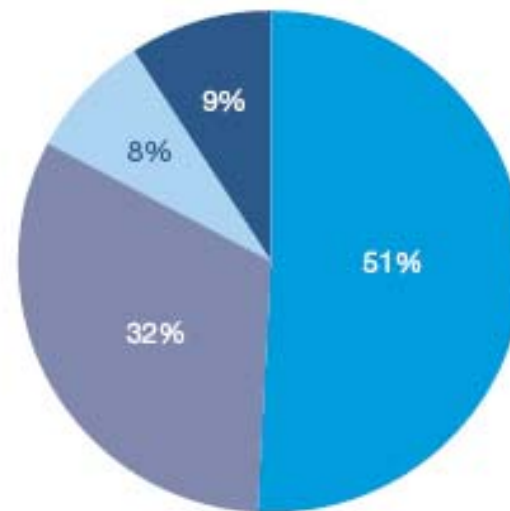
Produced in cooperation with PricewaterhouseCoopers

Burden of Chronic Disease and Income Status

Worldwide trend in the burden of chronic disease from 2005 to 2030



Disability-adjusted life-years of selected chronic diseases* of working age 15-69 by country income level in 2005 (*cardiovascular, cancer, diabetes, respiratory)



Disability-adjusted life-years of selected chronic diseases* of working age 15-69 by country income level in 2030 (*cardiovascular, cancer, diabetes, respiratory)



Maximising the opportunity that workplaces provide to help people make healthy lifestyle choices

- People spend considerable part of their lives at work
- A conservative estimate of the benefits from improving the general wellness of a workforce indicates a likely annual return of three to one or more

(Working Towards Wellness. World Economic Forum Report 2007)

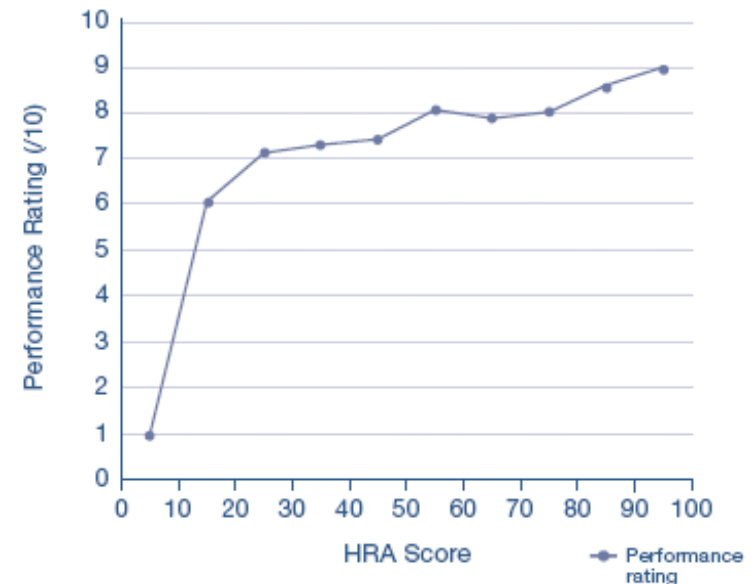


Just Eat More
(fruit & veg)



**Don't give up
giving up.**

Performance rating for Unilever employees in health promotion programme



Source: The vielfa/IHPM Health and Performance Research Study