

Working life advice in primary care

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Why primary care ?

It's part of primary care's work

- 20 sicknotes/GP per week
- Long-term unemployed consult more
- Main place where work-related illness presents

It's not available elsewhere

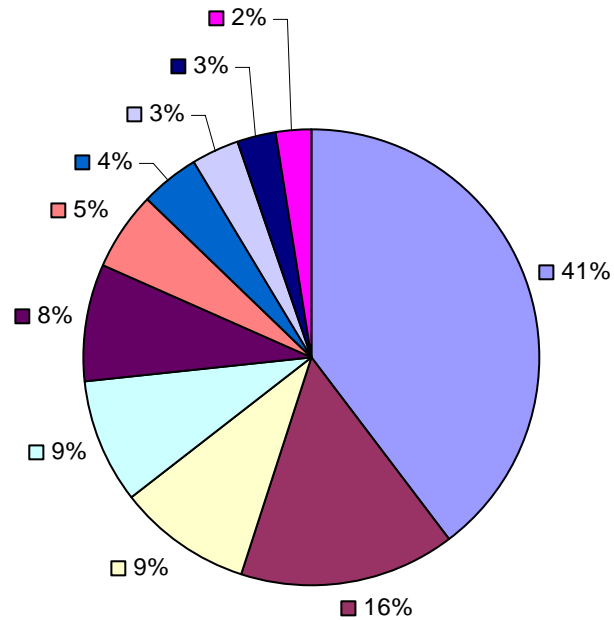
- Most employees don't have access to a full range of occupational health support at work
- Most RTW programmes prioritise short-term unemployed

The scale of unmet need

- 10,000 patients
- 5,000 in work
- 1,250 not working

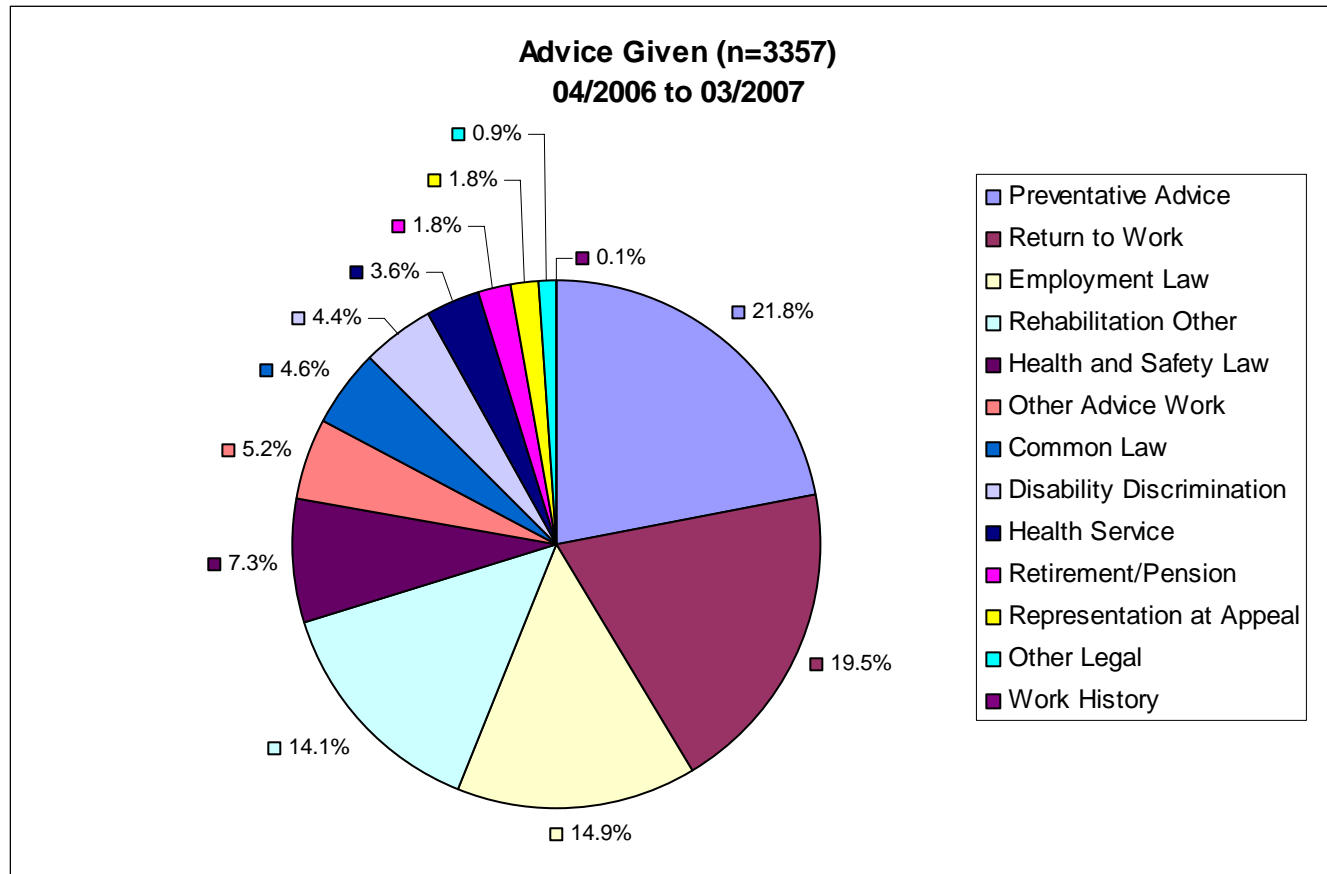
- Levels of work-limiting illness vary 5-fold across the city

**Types Of Health Problems Patients Present With (n=843)
04/2006 to 03/2007**



Psychological	Muscles/Joints/RSI	Back	Other Problems	Hearing
Asthma/Chest	Injuries	Heart/Circulation	Vibration Syndrome	Skin

What we do



What we do: types of help


Do what primary care does best

- Assessment
 - Is it work-related ?
 - Aspirations, limitations, and options
- Simpler interventions
- Referral, follow-up, in-work support

In other words work in primary care will work best where there are effective service to refer to

Primary and secondary care clinicians, MH workers, Occupational health nurses/physicians

Vocational rehabilitation specialists: OTs, AtW, DEAs, PtW



Occupational health
Vocational guidance
assessment
Advocacy/Mediation

Union representatives, CABs, solicitors

Who we see

- Slightly more men than in primary care generally
- Older people at work/off-sick and unemployed
- Ethnic minorities and migrant workers
- All kinds of work (cf other provider models)

Are we effective ?

- HSE evaluation
 - Significant difference in return to work and prevention measures at work
- JRRP evaluation
 - Clearest evidence for musculoskeletal disorders
- Leeds (LOHAS) follow-up survey
 - Reduced consultations, health improvements
- GP support/Patient satisfaction

Outcomes (ROHAS)

1. Retention in Work

Return to work, Returns to work with adjustments, Starting new job, Voluntary work / work trials, Self-employment, Change of work base, Work-life balance

2. Improve employability / Rehabilitation

Condition management, Vocational guidance, Retraining, Counselling, Employment assessment, Job introduction scheme, Self-help groups

3. Improve Health and Wellbeing/preventing ill-health

Prevention advice, Condition management, Health protection advice and support, Therapeutic advice and support, Specialist support, Improved working conditions, Enhanced work opportunities, Financial and social stability, Work-life balance, Health surveillance, Care plan, Improve self esteem

4. Maximisation of Income

Out of work benefits, In work benefits, Government injury compensation, Civil compensation, Sustainable community, Pension release, Debt advice

Logistics and funding

- There is no single model for funding
 - most are voluntary sector
- Funding sources have proved to be inconsistent and to prevent extension of popular and successful services
- Emerging models:
 - provider services in the primary care trusts,
 - Pathways to Work
 - Polyclinics, patch-based services

Primary care drivers

- National service frameworks (CHD, MH, LTC)
- Management of sickness absence
- Improving well-being/reducing consultation rates
- Reducing unnecessary referrals to acute trusts
- Public health: links to regeneration

How does primary care fit into workplace health provision ?

<p>Workers Safety Advisers Workplace Health Connect Risk assessment, Accidents, safety</p>	<p>Enforcement model Legal compliance/risk assessment Priorities include stress, msd, accidents</p>
<p>Primary care Job retention, sickness absence management Stress and mental health. Work- relatedness and prevention Community/Acute trusts More complex RTW/employment Specialist OH</p>	<p>Employment rehabilitation More complex RTW (Workstep) Incapacity Benefit priorities</p> <p>PSA Social inclusion priorities</p>

1980

1985

1990

1995

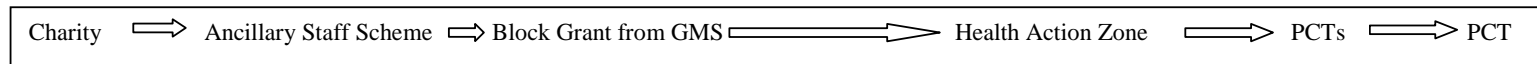
2000

2005

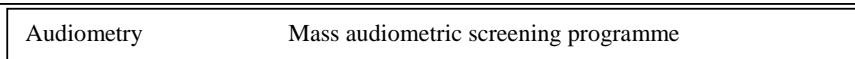
**Service development
(surgery numbers)**



Funding

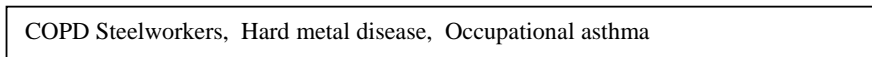


Noise



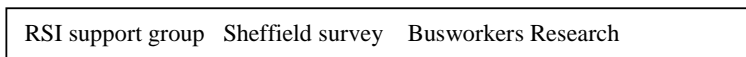
continuing advice, etc

Chest disease



continuing advice, etc

Musculoskeletal disorders

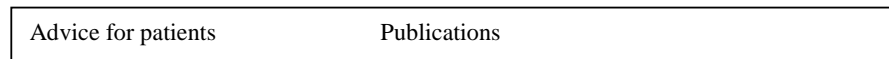


continuing advice

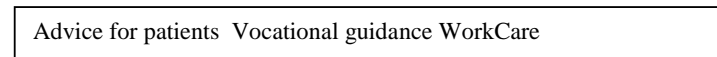
Cardiovascular disease



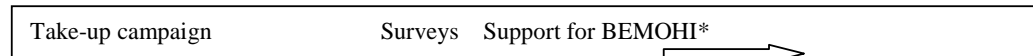
Stress



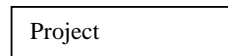
Job Retention and Rehabilitation



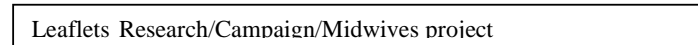
Work with ethnic minorities



Homeworking



Work / Parenting



Unemployment and health

