

NHS South Tees Fit for Work Service (FFWS) Pilot

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Policy

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Stockton-on-Tees
Darlington*

- Department of Health and Department of Work and Pensions research “What works at Work” and “Working for a Healthier Tomorrow” (2008)
- The government’s response “Improving Health and Work: Changing Lives” (2008)
- NICE public health guidance to improve mental wellbeing within the workplace (2009)

Need

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- The annual cost of sickness absence and worklessness associated with working-age ill health in the UK is put at more than £100 billion (more than Portugal's GDP).
- Around 25% of days lost through absence may be due to work-related ill-health.
- Average [annual] cost of absence per employee was £666 [CIPD 2008].
- 11.4 m days lost in 2008/09 due to stress/depression
- Mental illness causes 46% of all sickness absence (average length of absence 28 days per case)

Need contd..

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Two-thirds of sickness absence and long-term incapacity is due to mild and treatable conditions:

- Depression, anxiety, stress related mental health problems (est. cost £28.3 bn in 2008)
- Musculoskeletal conditions – mild and often soft tissue (est.cost £7 bn in 2007)
- Cardio-respiratory conditions
- Inappropriate “medicalisation”

Poor retention in the workplace of those with disabilities or chronic disease

Business Costs

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Overall costs of working age ill-health, sickness absence & worklessness - estimated £100 billion lost to economy —£30 - 40 billion because of mental ill-health

Costs to employers - estimated for all ill-health overall pay £9 billion in statutory/ occupational sickness —
around £2 - 4 billion likely to be paid because of mental ill-health

Other costs more difficult to estimate e.g staff turnover, presenteeism, adverse impacts on working relationships, increased risk of poor physical health and injuries

Is work good for you?

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- Being in work generally leads to good mental health, self esteem and well-being
- Being out of work is associated with poor mental health, increased likelihood of anxiety and depression, and increased use of medication
- When people return to work their mental health and wellbeing generally improve

A Fit for Work Service Pilot

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Aim: Reduce sickness absence and avoidable job loss
(through co-ordinated services)

How:

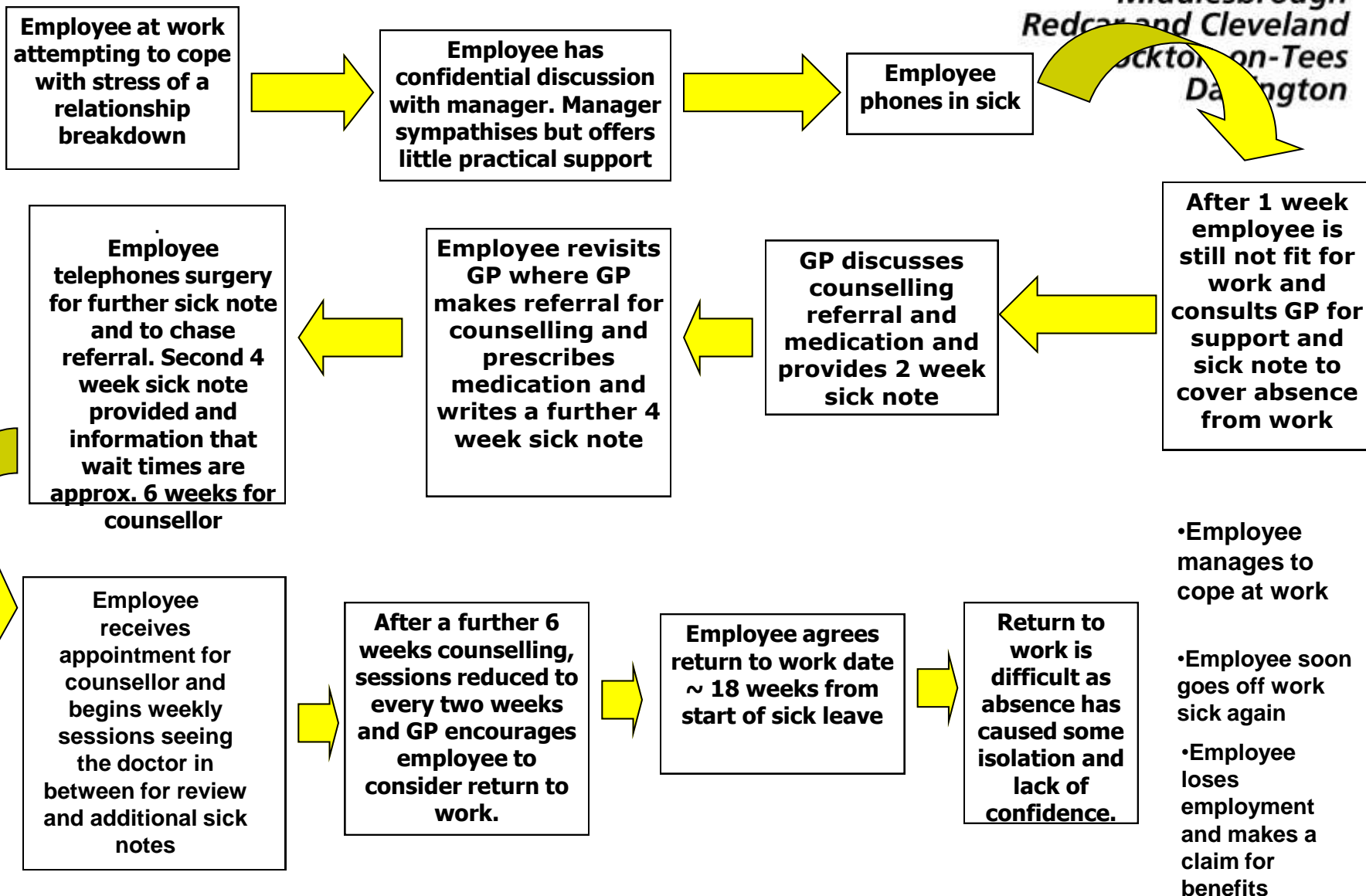
- Service for people off work sick for 4-6 weeks
- Case management a key component
- Early access to co-ordinated health treatment and employment support including debt, housing, learning and skills, employer liaison and conciliation
- NHS funding for pilot to review co-ordination, re-configuration and produce evidence for future commissioning for health and employment related services (focus on common health conditions)
- Integrate a variety of delivery partnerships – existing and new local providers

Next steps

- Agree an Evaluation Framework
- Link with the occupational health advice line and the HWWB co-ordinators

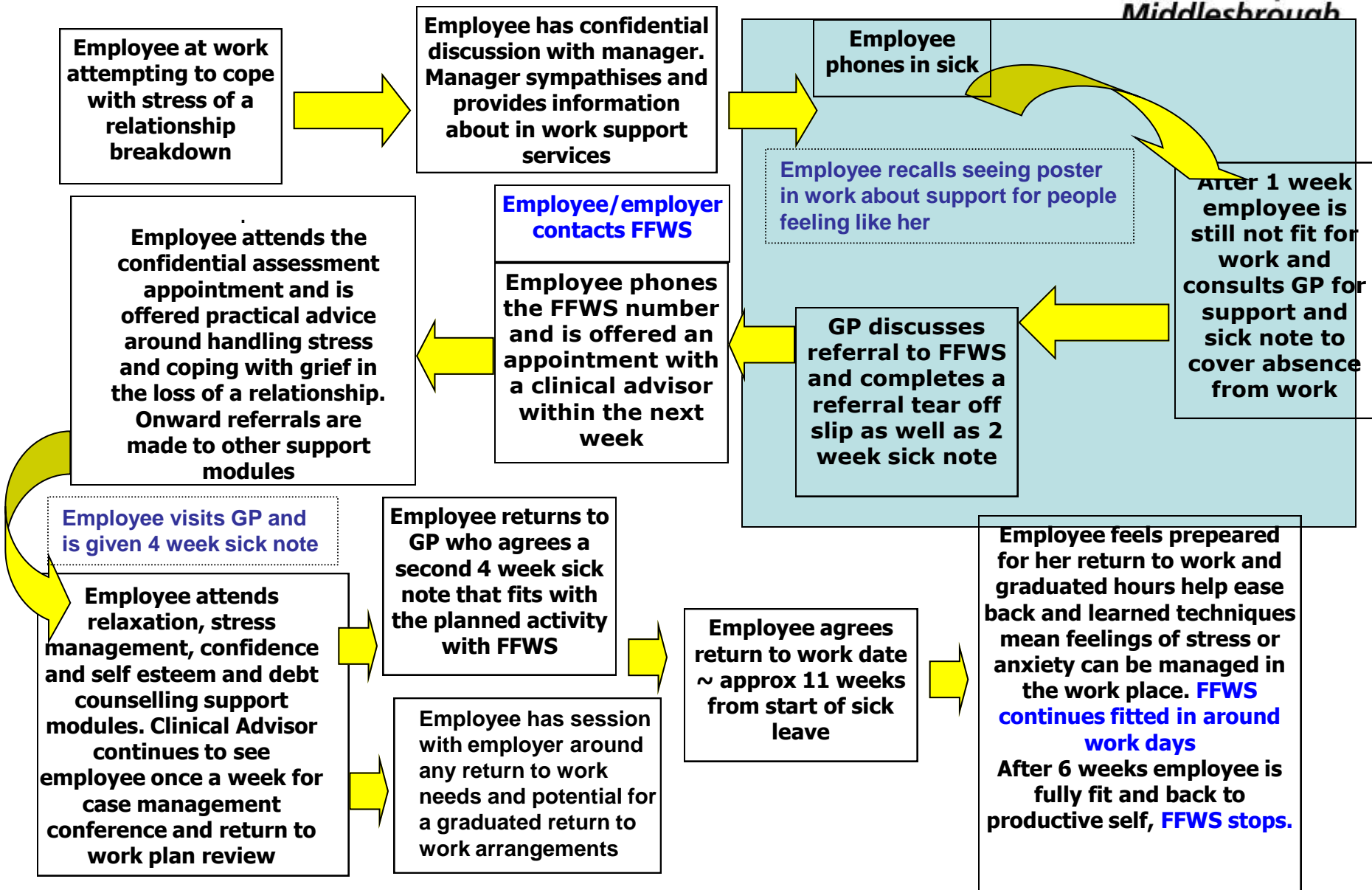
Current Customer Journey

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Darlington



NHS South Tees FFWS Customer Journey

Hartlepool
Middlesbrough



Key Principles

- Based on local need
- Personalised and timely back-to-work support for people off sick from work with conditions that are the most common causes of longer-term sickness absence from work: e.g common mental health problems, musculoskeletal disorders and a range of other conditions
- Case Management by NHS healthcare professionals
- Flexible, person-centred and responsive to individuals needs
- Deliver an integrated **health and work service**, operating a multi-disciplinary approach to ensure full co-ordination
- Demonstrate its contribution to addressing health inequalities
- Integrate with existing health and employment-related provision other relevant local partnerships
- Offer value for money and present wider health and social cost benefits (including reduced number of employees experiencing long-term sickness absence from work and reduced flow on to welfare benefits)
- Meet NHS clinical governance and service standards

FFWS Model for South Tees

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- Tests the expansion of the existing NHS team delivering CMP, building on their experience of supporting unemployed people with long-term ill-health problems to return to work
- Provides a service that meets the distinctly different needs of people in the earlier stages of sickness absence from work
- Focuses on supporting employees of small and medium sized employers
- Builds strong links to the local network of employment and skills provision

Expected Activity

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- ‘Go live’ 1st April 2010 for 1 year
- Provided across NHS Middlesbrough and NHS Redcar and Cleveland
- Anticipated 300 referrals
- Referrals from wide range of stakeholders; GPs, employees, employers, other
- Own branding and marketing

Andy Burnham, Secretary of State for Health, said:

'We have a moral and economic obligation to help people who have suffered ill health to get back to work as soon as possible. Unemployment and lost working days caused by ill health costs the economy £100 billion a year and we know that being in work can be good for your wellbeing. Our Fit for Work schemes will test new, innovative and personalised services to help people back into work. We want these pilots to have a real impact and show us what works best so we can build on this investment in the future.'