



Public Health
England

Protecting and improving the nation's health

Work as a health outcome. Where are we? Now and the future?

Institute for Employment Studies
Annual Conference 2019: Health and Wellbeing in the Workplace
16th January 2020
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PHE Medical Champion for Health & Work
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ANYONE FOR ANYMORE?



Work as a health outcome?



4 themes/discussion points

1. Health and work conversations are important, advice on workplace modifications well received.
2. The leaders of healthcare professions recognise the importance of work as a health outcome and are committed to improvements in day-to-day practice.
3. Growing body of resources to help healthcare practitioners guide patients and employers.
4. NHS long term plans already showing promise.

(Non PHE)

Themes from this morning

1. GPs and fit notes
2. Other professionals and fit notes
3. Research idea

January 2020 Pulse magazine



How to support patients in getting back to work

Dr Rob Hampton discusses fit notes and how GPs can successfully encourage patients to return to work

- 1 hour CPD
- Page 40-41

Nottinghamshire Integrated Care System

- 4th December 2019

‘DEVELOPING A HEALTH AND WORK APPROACH IN NOTTINGHAMSHIRE’ approved by Health & Wellbeing for Nottingham, Nottinghamshire and Bassetlaw.

- **Action H:** The three Nottinghamshire Integrated Care Providers / Partnerships to increase the strategic priority of health and work, including strengthening employment support via new NHS Social Prescribing Link workers and First Contact Practitioners.
- **Action I:** Primary Care Networks to take up the offer of training by Public Health England’s ‘Work as a Health Outcome’ clinical champion for Protected Learning Time (PLT), and GP registrar training.

Email from GPs Protected Learning 2 x CCGs in Nottinghamshire

From Communications & Engagement Manager, Primary Care Development
Centre 10th January 2020

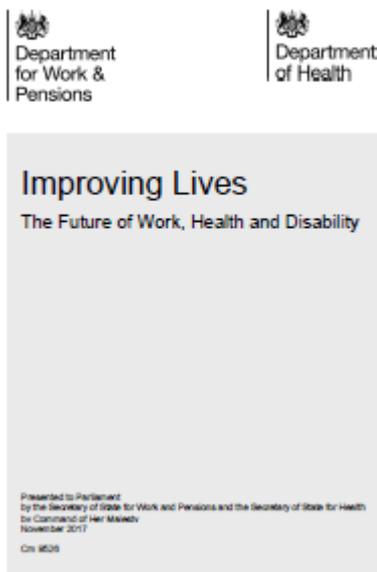
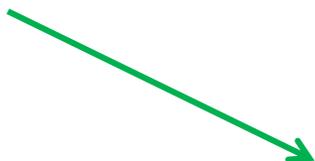
'I just wanted to say that the session you did to the GPs on 8th January was very well received. The feedback summary shows that everyone found it very useful and interesting and requested that they would have liked more time to go into more detail.'

'I wonder if you have the time to extend your next presentation by 20 minutes?'

PHE Medical Champion for Health & Work

Government: Future of Work, Health and Disability

Green Paper
October
2016



Joint Work
and Health
Unit received
6,000
responses

Government response
November 2017



Headlines of Improving Lives

The Government is committed to seeing

1 million

more disabled people in work over the next ten years.

>

3.5 million
disabled people
in work, 2017

>

4.5 million
disabled people
in work by 2027

- **Join up services** and remove barriers across workplace, welfare system & healthcare.
- **Transforming occupational health services**
- **Trialling and testing innovative new approaches**, such as the health-led trials, to start building the evidence base further
- **Reforming the fit note**
- **GMC - Work as a health outcome on medical undergraduate curriculum**

PHE work plan 2018-20

- Clinical Consensus Statement
- Healthcare professionals perceptions research
- Occupational Therapist Health and Work Champions
- **Medical (GP) Champions**
- Health and Work e-learning resources
- Undergraduate curriculum resources

Aim of the Medical Champion role

Support collaborative partnerships that build the social movement for work as a health outcome across the landscape of clinicians

Medical Champion work to date

Commissioning and local prioritisation

- Clinical Commissioning Groups (CCGs) 'agenda'
- Integrated care systems (ICSs)

Dialogue

- Employment support professionals – IAPT (primary care mental health service) , Jobcentre Plus, 3rd sector,
- Clinicians and clinical groups - GP practices, federations, AHSNs

Training

- GP Training schemes
- Protected Learning
- Conferences/meetings
- E-learning for healthcare

Themes to emerge

- Medical Champion Can facilitate change
- Training of GPs is ‘the door ready to be opened’
 - Workshop developing for Training Schemes and Protected Learning
- Growing body of resources to support frontline clinicians
- Increased demand for conference presentations
- Professional publications/websites – RCGP, BMJ, Omniamed, Mimms, Pulse, Univadis

Work as a Health Outcome

Healthcare professions



2019 Healthcare Professionals' Consensus Statement for Action Statement for Health and Work

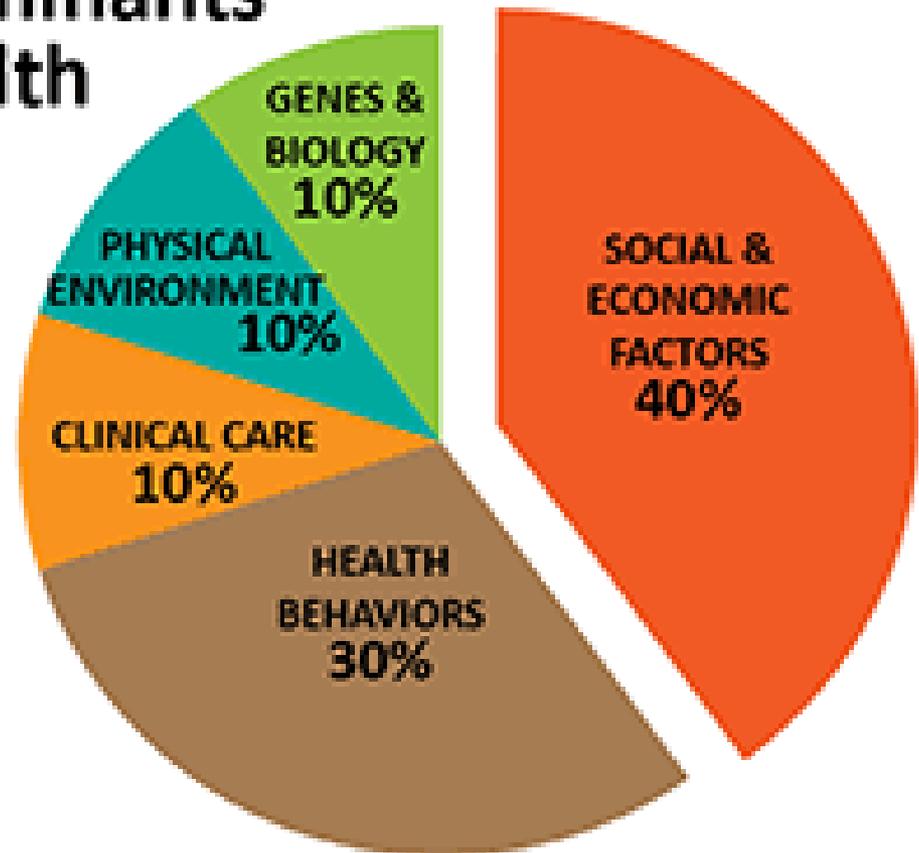
‘Working can be considered a health outcome in itself’

‘Healthcare professionals can work together with patients, to create a culture where good work is seen as a benefit to people’

What keeps us healthy?

Time to think differently?

Determinants of health



synthesis of 3 papers 1995-2012

<https://www.kingsfund.org.uk/projects/time-think-differently/trends-broader-determinants-health>

Marmot review (2010) 'Wider determinants of health'

'The relationship between employment and health is enduring, close and complex. Working can give an individual a sense of fulfilment and purpose'.

<http://www.instituteofhealthequity.org/resources-reports/fair-society-healthy-lives-the-marmot-review>

Why does work matter?

Social status

Inclusion

Social connection

Physical activity

Positive social norm

Intellectual challenge

Education & training

‘People must engage in purposeful activities, or they go crazy.’

Yuval Noah Harari
author of Sapiens

‘Employment is Nature's physician and is essential to human happiness.’

Galen of Pergamon,
Greek physician c.216 AD.

‘Work is life, you know. Without it, there's nothing but fear and insecurity.’

John Lennon, musician

Emerging opportunities from Consensus

1. East Midlands Clinical Senate meeting
2. Expert Patient Led Work as a Health Outcome
 - Versus Arthritis and Access to Work scheme
 - Shift MS and MS Reporters video: Work as a health outcome
 - MacMillan and Working With Cancer charities
 - MIND and mental health support at work



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Helpful resources

Healthcare practitioners, patients and their employers

Practical advice for GPs



Talking Work

A guide for Doctors discussing work and work modifications with patients.

www.councilforworkandhealth.org.uk/work-modifications

Examples of commonly used fit note phrases

The following examples have been based on suggestions made by Dr Rob Hampton, a GP with a specialist interest in work and health.

- Please consider avoiding loaded rotation and lifting but all walking or desk-based duties are appropriate
- Avoid lifting duties from below waist level
- Avoid duties involving loaded rotation from the trunk
- Advise to avoid manual handling duties above shoulder height
- Desk based or walking duties are safe and appropriate
- Upper limbs have full function
- Would mediation be feasible?
- Suggest workplace meeting for return to work plan
- Consider applying for Access to Work scheme <https://www.gov.uk/access-to-work>
- Consider discussion around return to work plan specifically targeted at people with psychological symptoms and their employers. resources available at <https://returntoworkmh.co.uk/>
- Consider discussion around return to work plan specifically targeted at people with cancer and their employers. resources at www.macmillan.org.uk/work
- Is a workplace mentor available to support the person back to work?
- Can working hours be adjusted?
- Please consider addressing the reported workplace relationship issue
- Can he/she avoid Customer facing duties?
- Consider Prioritising one deadline at a time for the return to work plan?
- Consider re-location for short term as part of return to work plan?

Resources and a framework for mental health

Mental health toolkit Employee

Downloads

Employee

Employee - Complete full toolkit

- Employee - Getting Started
- Where to go for further information
- Information on stress, anxiety and depression
- Benefits of telling others about your mental ill health and how it affects you

Step 1: Dealing with initial absence

- Step 1
- Letter, email to edit and use to tell your employer you will be off work
- Checklist for telephone conversation telling your employer you will be absent from work

Step 2: Developing knowledge and skills

- Step 2
- Consider the 5 ways to wellbeing
- Checklist: Other important things you can do to improve your mental health
- Gratitude diary
- Mood diary
- Mindful/reflective diary

<https://returntoworkmh.co.uk/>

Resources and a framework for mental health

Mental
health
toolkit

Employer

The screenshot shows a green-themed interface for an employer's mental health toolkit. At the top, there is a header with a person icon and the text "Employer". Below this, the content is organized into three white panels. The first panel, titled "Employer - Complete full toolkit", contains three links: "Employer - Getting Started", "Where to go for further information", and "Employer - Getting Started". The second panel, titled "Step 1: Dealing with initial absence", contains two links: "Step 1" and "Example email to edit and use to send to an employee when they have not notified you of their absence". The third panel, titled "Step 2: Developing knowledge and skills", contains three links: "Step 2", "Tips and tools for having an open conversation", and "Putting yourself in your employee's shoes and how you communicate with an employee with mental health problems". At the bottom of the interface, there are three small dots indicating a carousel or navigation system.

Employer

Employer - Complete full toolkit

- Employer - Getting Started
- Where to go for further information

Step 1: Dealing with initial absence

- Step 1
- Example email to edit and use to send to an employee when they have not notified you of their absence
- Example telephone conversation checklist to talk to an employee when they have not notified you of their absence

Step 2: Developing knowledge and skills

- Step 2
- Tips and tools for having an open conversation
- Putting yourself in your employee's shoes and how you communicate with an employee with mental health problems
- Consider the 5 ways to wellbeing
- Other important things you can do to improve your mental health

<https://returntoworkmh.co.uk/>

Return to work after surgery

Recovering from Surgery

Click on the surgical procedures below for information leaflets designed to help you make a speedy recovery after surgery.



The image shows a central grey silhouette of a human figure. On either side of the silhouette are two vertical columns of teal buttons. Each button contains the name of a surgical procedure. The buttons are arranged in two columns, with the left column containing 10 buttons and the right column containing 8 buttons.

Cataract Surgery	Nasal Septoplasty
Wisdom Teeth Extraction	Coronary Artery Bypass Graft
Thyroidectomy	Lung Resection
Oesophagectomy	Discectomy
Breast Surgery Lumpectomy	Laparoscopic Nephrectomy
Breast Surgery Mastectomy	Groin Hernia Repair
Gall Bladder Removal	Knee Surgery Arthroscopic meniscectomy
Total Hip Replacement	Knee Surgery Total Knee Replacement
Carpal Tunnel Release	

<https://www.rcseng.ac.uk/patient-care/recovering-from-surgery/>

PRIMARY CARE 10 TOP TIPS

Supporting patients with work

This edition: April 2019
Next planned review: April 2021

We make every effort to ensure the information in these pages is accurate and correct at the date of publication, but it is of necessity of a brief and general nature, and this should not replace your own good clinical judgement, or be regarded as a substitute for taking professional advice in appropriate circumstances. In particular check any drug doses, side-effects and interactions. Since insofar as any such liability cannot be excluded at law, we do not accept any liability in relation to the use of or reliance on any information contained in these pages, or third-party information or websites referred to in them.

- 1** Not everyone with cancer will be able to work. But 87% of people employed when diagnosed say continuing to work is important. For many, work helps with a sense of normality, positivity and self-esteem.
- 2** Under equalities law, employers should make reasonable adjustments. Your conversations with patients about how cancer may impact work can empower them to discuss their needs with employers. This can reduce anxiety and support them to stay in or return to work.
- 3** View the Fit Note as a conversation tool rather than something on your list of jobs to do. It helps you provide advice to patients about the functional effects of their condition on their fitness for work, a bit like a prescription for work advice.
- 4** Encourage patients to discuss work support needs early with line managers or HR. Agreeing communication and return-to-work plans can help people stay in touch with work and ease the transition back.
- 5** The Fit Note comments box is your opportunity to highlight the impact cancer might have on your patient's ability to work. This can help their conversations with their employer or Jobcentre. For example, 'chemotherapy will finish in X weeks, see me about fitness for work two weeks after' or 'visits to hospital required every week for blood test and chemo'.
- 6** Add 'Consider applying for Access to Work: www.gov.uk/access-to-work' into the comments box to signpost potentially eligible patients to Access to Work or Access to Work (NI). These schemes provide practical support at work to people
- 7** Signpost patients to Macmillan's Work Support Service, available Monday-Friday, 8am-6pm on 0808 808 00 00. This supports people with talking to employers, negotiating adjustments, sick pay and taking time off. It can also refer those with more complex needs to one-off legal advice. Macmillan has information online too: www.macmillan.org.uk/work.
- 8** You don't need to be an expert to provide helpful advice. But it's important you work within your competencies. Use the comments box to add suggestions you feel confident about, such as 'Uncertain of adaptations possible – suggest you discuss with your line manager'.
- 9** Cancer Care Reviews are another opportunity to have work-related conversations. Macmillan templates within relevant IT systems prompt holistic conversations, including about work, and provide downloadable information you can share with patients to help them access further support.
- 10** Macmillan's Work Support Route Guides help you discuss work with people living with cancer and provide information about other available support. And the Council for Work and Health has developed Talking Work: A Guide for Doctors.

MACMILLAN
CANCER SUPPORT

E-Learning for Health & Work

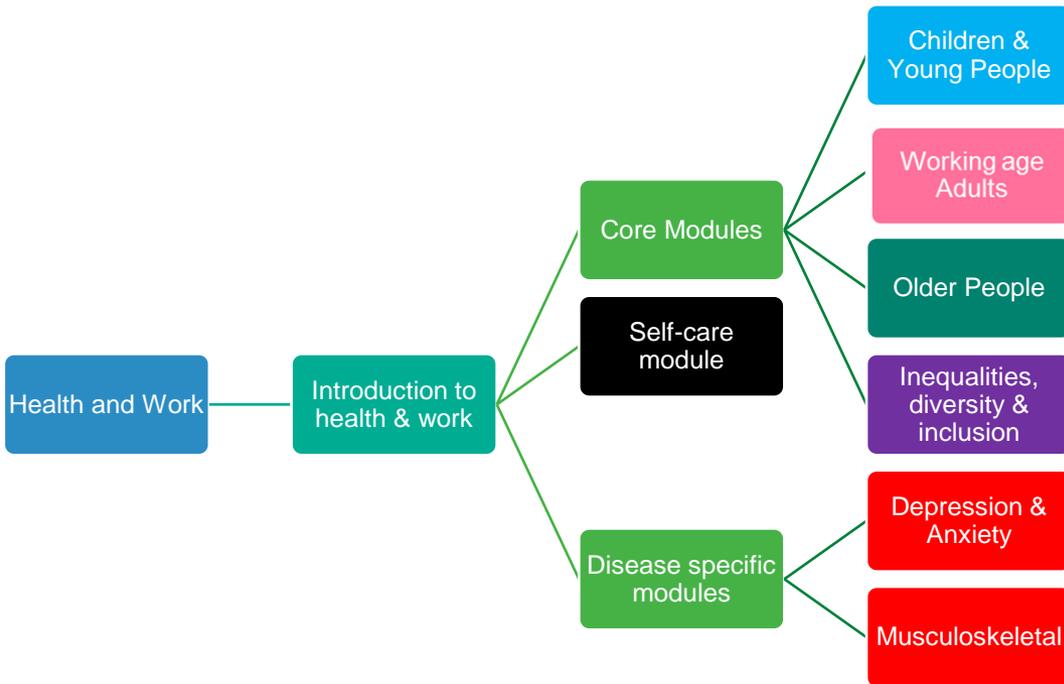


NHS
Health Education England

Work and Health e-learning programme

<https://www.e-lfh.org.uk>

E-Learning for Health & Work



- Launched in early 2019
- Certificated CPD points
- First wave of the All Our Health core learning programme to underpin Making Every Contact Count
- Delivery Partner: Health Education England (HEE)
- Content tested with user groups



Public Health
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NHS and the future for health and work

Health and work plans 2019 and beyond

Health and employment in the Long Term Plan

Championing new approaches

- **Integrated Care Systems (ICS)** to support people to manage their health condition in work, with reasonable adjustments where needed and reduce the risk of people falling out of work.
- **Social Prescribing** in Primary Care Networks
- Faster and more convenient access to healthcare services for people in work will also be provided through online support and direct access models. **MSK First Contact Practitioners in primary care**

Embedding best practice

- **Individual Placement and Support (IPS)** The importance of employment to maintaining good mental health with a commitment to increasing access to IPS to 50% of the eligible population with mental health problems by 2028.
- **Expanded IPS and the EAs in IAPT** programme. There is a commitment to work with government to secure investment for future provision where these health and work trials demonstrate new service models are effective and offer value for money.
- Acknowledging the NHS's own responsibilities as a major employer

Primary Care Networks - July 2019

- 30,000-50,000 patients
- Central NHSE funding from of
 - Social Prescribing Navigator (100%)
 - First Contact Practitioner (Allied Health Professional) (70%)

Future of repeat fit notes and sickness absence management?

Taken from the GP contract five-year framework, <https://www.england.nhs.uk/gp/gpfv/investment/gp-contract/> Accessed February 20th 2019

4 themes/discussion points

1. Health and work conversations are important, advice on workplace modifications well received.
2. The leaders of healthcare professions recognise the importance of work as a health outcome and are committed to improvements in day-to-day practice.
3. Growing body of resources to help healthcare practitioners guide patients and employers.
4. NHS long term plans already showing promise.

GPs and Fit notes – a personal view

Other work

Surveys

Articles and Joint Unit Project work

Subjective attitudes



PULSE At the heart of general practice since 1960

“ OPINION Doc Martin could soon

HOME NEWS ↓ VIEWS ↓ CLINICAL ↓ YOUR PRACTICE ↓ HOT TOPICS ↓ TRAINEE

HOME → FINANCE AND PRACTICE LIFE NEWS

GPs vote that sick notes are 'a waste of time'

21 March 2017 | By Michelle Madsen

The image shows a screenshot of a news article header from Pulse. The top navigation bar is dark blue with white text for 'PULSE' and 'At the heart of general practice since 1960'. To the right, there is a quote icon and the text 'OPINION Doc Martin could soon'. Below this is a secondary navigation bar with a home icon and menu items: 'NEWS ↓', 'VIEWS ↓', 'CLINICAL ↓', 'YOUR PRACTICE ↓', 'HOT TOPICS ↓', and 'TRAINEE'. The main content area has a light grey background. It starts with a breadcrumb trail 'HOME → FINANCE AND PRACTICE LIFE NEWS'. The main headline is 'GPs vote that sick notes are 'a waste of time'' in a large, bold, dark grey font. Below the headline, the date and author are listed: '21 March 2017 | By Michelle Madsen'.

The GP and fit notes

575 GPs over 4 BMJ Learning meetings October 2014- April 2015

- I feel comfortable dealing with fit note requests for people in employment

74% (completely or somewhat agree)

- I feel comfortable dealing with fit note requests for people in the welfare system

29%

- I would welcome the return of the RM7 (anonymous note that may be fit to work)

83%

Better use of the fit note - employed

Be neutral

‘Stress related symptoms’ not ‘work related stress’

‘Reported bullying’, ‘reports grievance in place’

Stimulate dialogue at the workplace – a nudge

Would mediation be feasible?

Suggest workplace meeting for return to work plan

Consider **Access to Work** scheme

Stick to your opinion

Maybe fit vs not fit

‘adjustments reported as not possible’

Work within your competencies

‘Occupational health opinion would be helpful’

‘Uncertain of adaptations possible’

Allied Health Professionals 'Fit note'

- AHP Federation
- More detailed
- Various examples of use
- E-AHP note
- 3 UK pilots

Allied Health Professions Federation
(AHPF) www.ahpf.org.uk

**Allied Health Professions
Advisory Fitness for Work Report**

1 Patient's name:
Date of birth:
Task/role/job title:
 you are not fit for work.
 you may be fit for work (taking account of the advice below)

2 This form has been completed by a Physiotherapist/
Occupational Therapist/Pharmacist/Other.....
Practitioner's name:
HCPC registration number:
Organizational/Service:
Contact details (email / phone):

3 Date assessments completed:

4 AHPA Advisory Fitness for Work Report issued for period from: [] [] [] [] [] [] [] [] [] [] to: [] [] [] [] [] [] [] [] [] []
A follow up review is/it is not required? Yes/No been made for: [] [] [] [] [] [] [] [] [] [] Note a separate

5 With your employer's agreement you may benefit from these or more options:
 a phased return to work amended duties
 altered hours a workplace assessment

6 Patient reported work relevant difficulty, recommendations and goals:

Difficulty	Recommendations/ goals

7 Comments:

8 Additional information is provided on accompanying sheets. 9 Signature:

All Patients please know the guidance section on the reverse of your professional body when filling out this form and always contact your professional body for employer, employee and doctor. Employers, employees and doctors please visit Information contact us or log on to www.ahpf.org.uk

This report does not replace the Statement of Fitness for Work (fit note) for benefits purposes.

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'The Link' – Outcomes

- 9 GP practices Leicester & Newcastle
- OT & Physio with vocational rehabilitation skills
- AHP 'fit note' embedded into GP IT systems

- 287 referrals in 9 months
- 200 AHP notes issued
- 2 employers requested GP fit note
- Jobcentre Plus/DWP – GP fit notes

PARTNERS



West End
Family Health

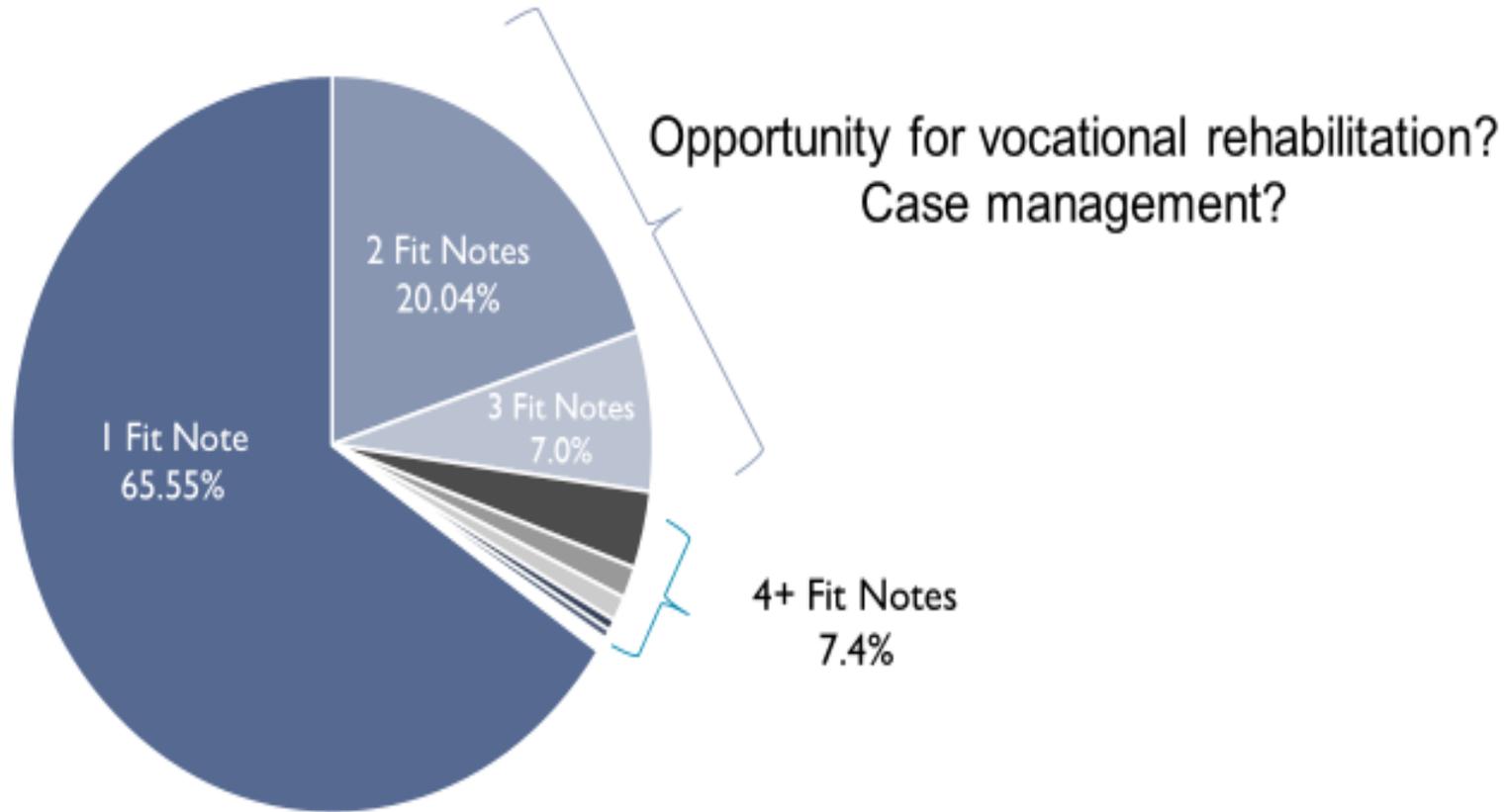


RTW PLUS



SOCIAL
FINANCE

NUMBER OF FIT NOTES PER SICKNESS ABSENCE EPISODE



Discussion and Questions?



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