

Welcome



Working Well

EAST MIDLANDS

By the end of today...

- Shared an ambitious, aspirational vision
- Forged new working relationships / partnerships
- Explored where health and work align
- Understand more about Working Well East Midlands
- Pledged support

Support.....



SEARCH ACROSS THOUSANDS OF LOCAL JOBS AND LEARNING OPPORTUNITIES

Fulfil your potential with Nottinghamshire Opportunities

[Start your search here](#)



www.oppsinnotts.co.uk

IMPACT OF WORK ON HEALTH AND HEALTH ON WORK

Carol Ford & Rosie Cunningham
Public Health
Nottinghamshire County Council

Why is work important to our health?

As little as 10% of the population's health and wellbeing is linked to direct access to health care. The rest is made up of many other things, the building blocks of health.



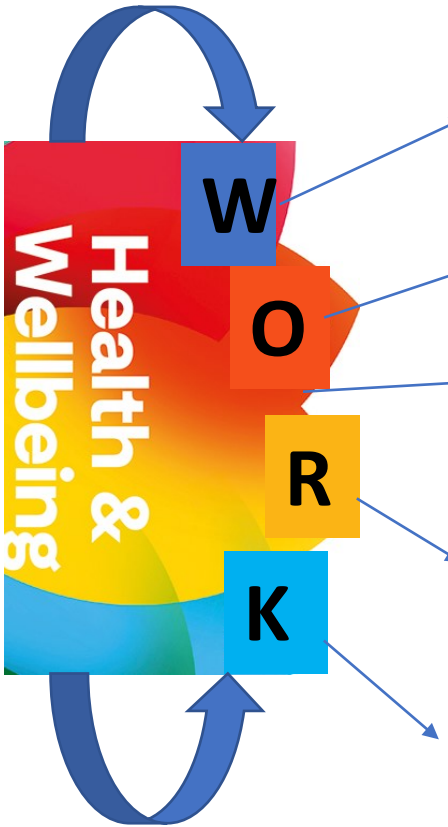
Regular & decent income contributes to...

- Living accommodation
- Heating
- Buy more healthy/fresh food
- Able to participate in more leisure activities

Going to work regularly means...

- Having a routine
- Having a sense of identity and purpose
- Increased social network
- Reduced stress if you can cover essential bills

Impact of work on health



Higher **healthy life expectancy** is strongly correlated with **higher employment** rates. (The Health Foundation 2019).

Unemployed people are more than **five** times as likely to have **poor health** than employees. (The Health Foundation 2022).

Only **33% of unemployed** people report their health as either **very good** or **excellent**, compared to 48% of people in employment. (The Health Foundation 2022)

On average, those who are **unemployed** have higher rates of **medical consultation**, **medication** consumption and **hospital admissions**. (NIH; National Library of Medicine, 2023).

Unemployment is associated with **lower life expectancy** and **poorer physical and mental health**, both for unemployed **individuals** and their **households**. (The Kings Fund, 2022)

Impact of health on work

Just as work impacts health, health impacts work.

Those with long-term health conditions are at greater risk of unemployment.

National context

Nationally, **10.21 million** people of working age (16 to 64) **reported** that they were **disabled** in October to December 2023, equating to **24%** of the entire **working-age population** (House of Commons Library research briefing, 2024).

In 2022-23, the national **employment rate** for **disabled** people was **54.2%**, versus **82%** for those who are **not disabled** (House of Commons Library research briefing, 2024).

Ill health of the **working age population** has been steadily **increasing** in recent years, and with a growing population, it is predicted that by **2030**, **40%** of the working age population in the UK will have a **long-term** condition (The Health Foundation, 2023).

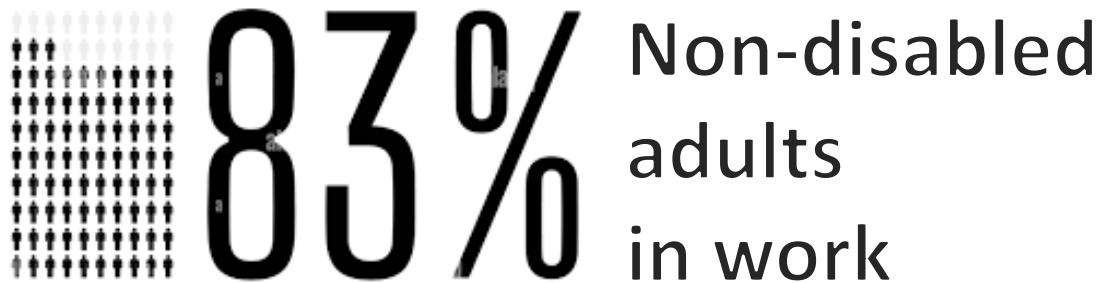


Nearly 1 in 4 of the working age population reported that they were disabled

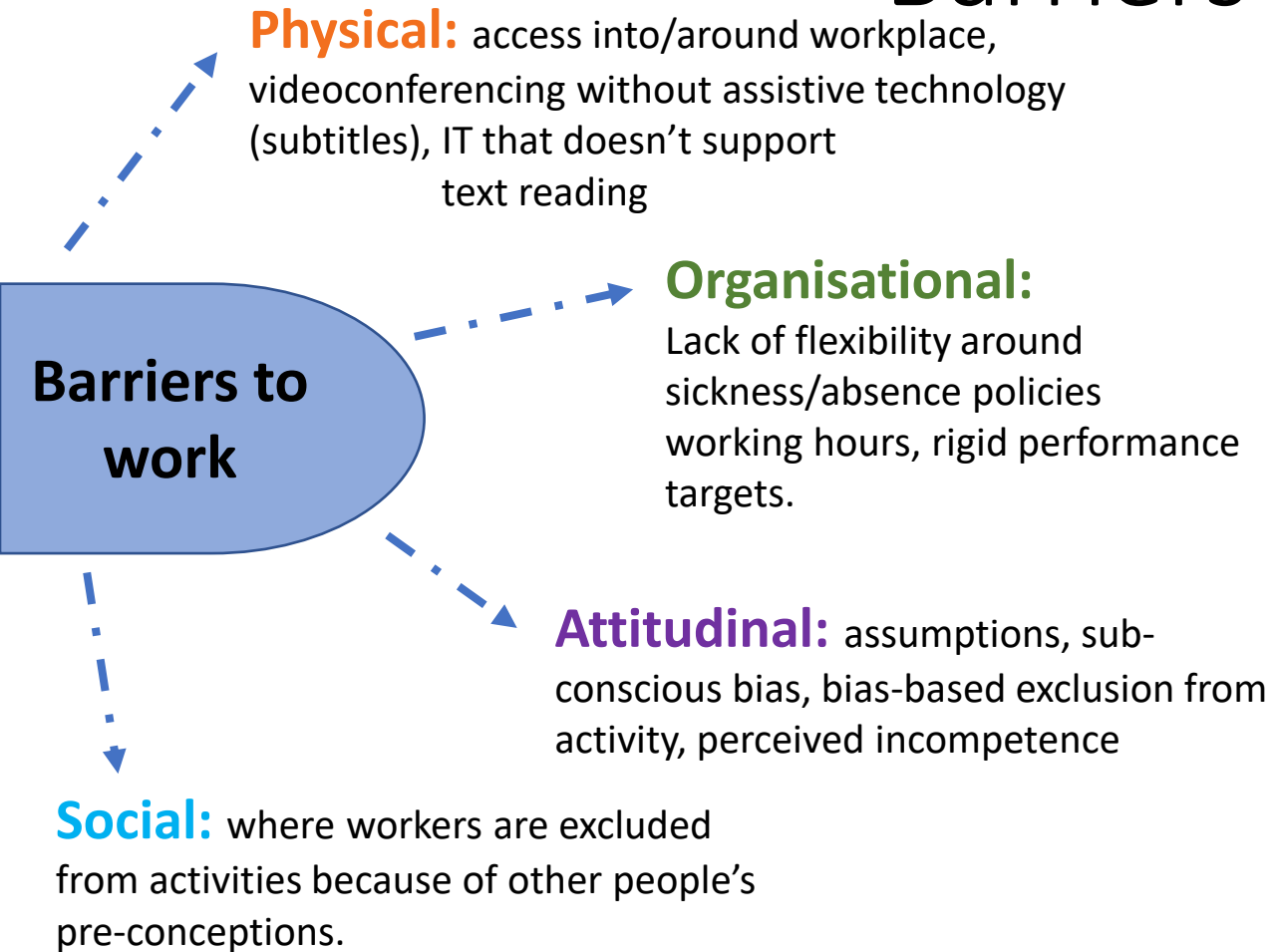
Impact of health on work

Local context

- ❑ As of June 2023, there were approximately **113,000 disabled** people of working age (16 to 64) in Nottinghamshire, **46%** of whom were **employed**. This is **lower** than both the **national** and **East Midlands** employment rate for disabled people (52.4% and 55% respectively) (DWP 2023).
- ❑ **83% of non-disabled** working age adults in **Nottinghamshire** were **employed** (DWP 2023).
- ❑ According to projections, it is estimated that by **2030, 194,560 people in Nottinghamshire** will have a **long-term condition** (The Health Foundation, 2023).



Barriers to work



We must understand and reduce barriers to gaining meaningful employment to ensure this important building block of health is in place.

'Nearly 1 in 4 people who are unemployed due to ill health/long-term condition want to work or are seeking work but are unable to gain employment due to barriers presented by their condition'
(The Health Foundation, 2023).



Thank You

Reference List:

The Health Foundation, 2019, Employment and unemployment, What's the association between employment rates and health? Accessed 21 March 2024, <[Employment and unemployment \(health.org.uk\)](#)>

The Health Foundation, 2022, How employment status affects our health, accessed 22 March 2024, <[How employment status affects our health - The Health Foundation](#)>

NIH; National Library of Medicine; Eur J Health Econ, 2023, 24(2): 179–186. Does a working day keep the doctor away? A critical review of the impact of unemployment and job insecurity on health and social care utilisation, accessed 21 March 2024, <[Does a working day keep the doctor away? A critical review of the impact of unemployment and job insecurity on health and social care utilisation - PMC \(nih.gov\)](#)>

The Kings Fund, 2022, What are health inequalities?; The wider determinants of health – Table 1 Selected impacts of wider determinants of health inequalities, accessed 22 March 2024 <[What Are Health Inequalities? | The King's Fund \(kingsfund.org.uk\)](#)>

House of Commons Library UK parliament, 2024. Disabled people in employment, how many people in the UK are disabled? Accessed 21 March 2024 <[Disabled people in employment - House of Commons Library \(parliament.uk\)](#)>

House of Commons Library UK parliament, 2024. Disabled people in employment, how many disabled people are employed? Accessed 21 March 2024 <[Disabled people in employment - House of Commons Library \(parliament.uk\)](#)>

The Health Foundation, 2023, What we know about the UK's working age health challenge, accessed 22 March 2024 <[What we know about the UK's working-age health challenge - The Health Foundation](#)>

Department for Work and Pensions (DWP), Employment of Disabled people, 2023, accessed 21 March 2024, <[Employment of disabled people 2023 - GOV.UK \(www.gov.uk\)](#)>

Nottinghamshire County Council, Newsroom article, 2023, £5.3m boost to help more disabled people into long-term work, accessed 21 March 2024 <[£5.3m boost to help more disabled people into long-term work | Nottinghamshire County Council](#)>

The Health Foundation, 2023, Action briefing: Reducing barriers to work for people in ill health, accessed 22 March 2024 <[Reducing the barriers to work for people in ill health.pdf](#)>



Funded by
UK Government



In partnership with
 Department for
Work & Pensions

Working Well East Midlands

Individual Placement and Support in Primary Care (IPSPC)

Lead Contact:

Simon Wright

Simon.Wright@standguide.co.uk

07741625902

Myra Mootocurpen

Myra.Mootocurpen@standguide.co.uk

07388991932



What is Individual Placement & Support?

- IPS is established across the country for being facing barriers to work and have mental health or physical disabilities (Identified under the Equality Act 2010)
- IPS provides advice and guidance to reach job outcomes
- IPS Works with you 1-2-1 to plan your career and boost your confidence
- IPS Employment Specialists help you create CV's, apply for jobs and prepare you for interviews.
- IPS Employment Specialists talk to your employer about reasonable adjustments and help you stay in work long-term

IPS 8 Evidenced Based Principles

1. **It aims to get people into competitive employment** – Volunteering or sheltered work are not counted as outcomes
2. **It is open to all those who want to work** – With no exclusions based on diagnosis, health condition or benefits claim
3. **It tries to find jobs consistent with people's preferences**
4. **It works quickly** – Job search starts within four weeks, even if a client has been off work for years
5. **It brings employment specialists into clinical teams** – So that employment becomes a core part of mental health treatment and recovery
6. **Employment specialists develop relationships with employers based on a person's work preferences** – Not based on who happens to have jobs
7. **It provides ongoing, individualised support for the person and their employer** – Helping people to keep their jobs at difficult times
8. **Benefits counselling is included** – So no one is made worse off by participating.

Participant Eligibility

- Individuals must not be on another Department for Work and Pensions (DWP) contracted employment programme or provision including ESF
- Individuals must not be on another employment programme or provision delivered by another government department, charitable trust, or third party
- Individuals must not be receiving employment support, other than from Jobcentre Plus.
- Individuals must be of working age
- Individuals must have a physical or mental health disability as defined by the Equality Act 2010.
- Individuals must have an entitlement to public funds
- If an individual is already in-work, they must have been employed for at least 6 months before starting IPSPC and be working a minimum of 7 hours per week
- Individuals must be willing to participate in IPSPC to remain in paid work or be willing to find and sustain paid work
- Individuals may or may not be in receipt of DWP benefits.

Referral cohorts

1. Out of work participants who require assistance and support to move into employment
(maximum of a 12 months support)
2. In work participants who are off sick or struggling in the workplace due to their disability/health condition (maximum of a 4 months support)

How to support success together?

- Integration of IPS service within the health care system
- Help develop IPS referral/self-referral processes and identify a point of contact within the health care setting
- Embed the IPS approach as part of a patient's recovery journey through paid employment support
- Discuss and agree an MDT approach to patient specific wrap around support
- Collaborative working to reduce the need to revisits GP surgeries and/or decline in health/wellbeing (e.g. renewal of fit notes – retention/mental health)

REFERRAL PROCESS



Call 0161 881 4826, option 5 or textphone 18001 0161 881 4826



Deaf or hard of hearing? Relay UK makes chatting to us easy when using the phone is tricky



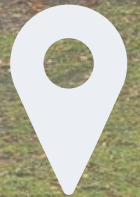
Download the Relay UK app via the App Store for iPhone or iPad, or at Google Play or Android devices, or visit www.relayuk.bt.com



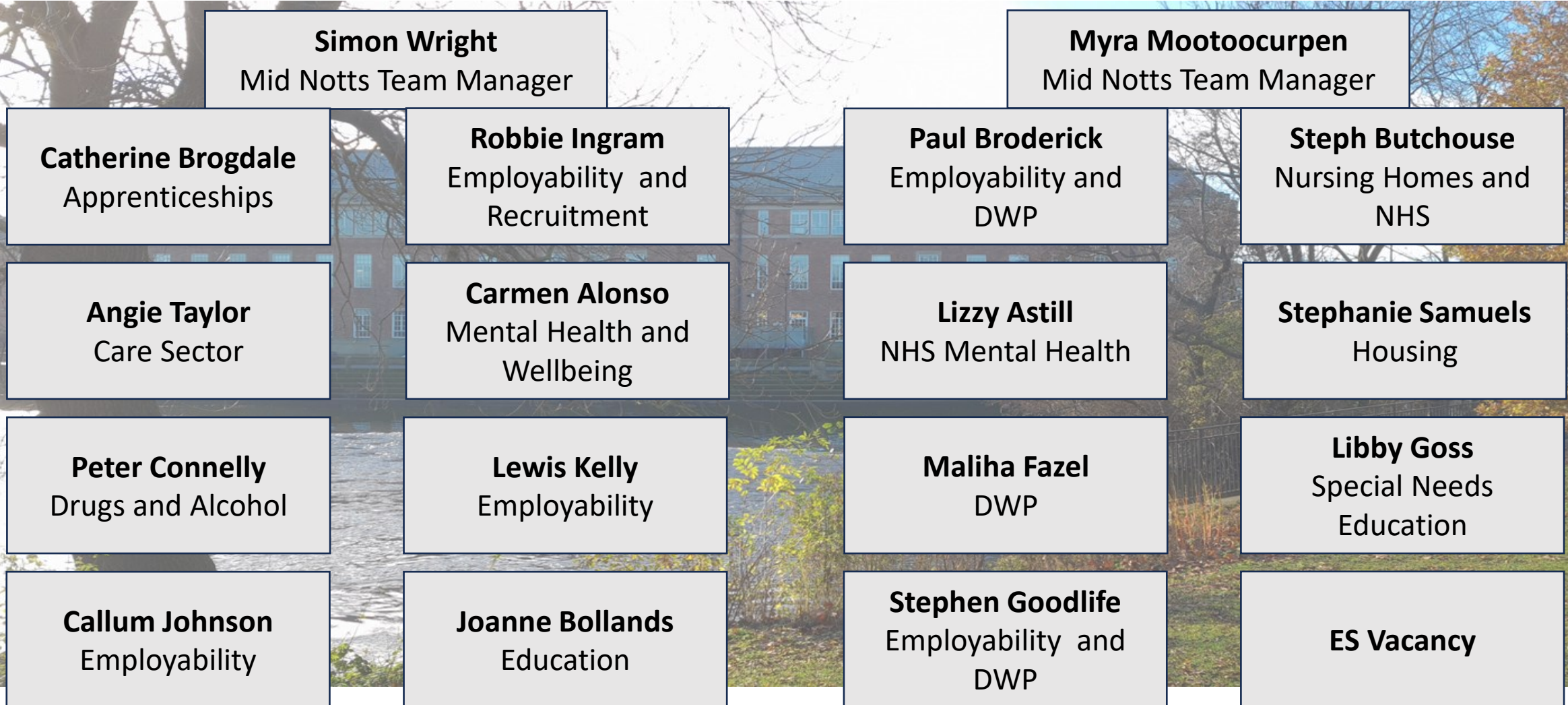
Visit our website [here](#). Our online referral process is pending.

Where can you find us?

- All Employment Specialists are out in the community
- We can be found in local libraries, cafés, community centres and Job Centres
- We meet participants where they feel comfortable



Mid Notts– Org Chart



How can we work together....

Roundtable session –

Where do you think, are the potential touchpoints for employment support, within your service delivery?

- why, when, how could you refer into IPS-PC employment support?

Feedback: 1 key actions per table