

The Role of the Work and Health Unit and Engagement

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Work and Health Unit

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The Case for Change

- The Government wants every individual to have the opportunity to work and share in the economic and health benefits which work brings, regardless of their health condition or disability
- We need to turn the typical downward spiral of ill-health and unemployment into a virtuous circle
- People tell us that support is often too little and too late
- The health and work programme will:
 - Lead the government's strategy to halve the disability employment gap
 - Contribute to improving productivity and growth of the economy
 - Reduce health inequalities
 - Ensure effective and sustainable use of public resources

While employment rates vary by health condition, the disability employment rate gap has not changed much over time



80.3%

of people who are **not disabled** are in work



Gap: 33.6%



46.7%

of people who are **disabled** are in work

The Work and Health Unit

- The Work and Health Unit aims to improve health outcomes and employment outcomes for working age people in Great Britain who have, or may acquire, health conditions and disabilities
- We aim to:
 - Create the conditions for Culture Change
 - Embed prevention
 - Integrate systems for a seamless customer journey
 - Encourage proactive and engaged employers
 - Make Every Contact Count
- Joining together DH and DWP, the Unit also has secondments from NHS England and DCLG and expects to welcome colleagues from BIS, other Government departments and devolved administrations in the future.



Department
for Work &
Pensions



Department
of Health

NHS
England



Department for
Communities and
Local Government

BIS

Department for Business
Innovation & Skills

Work and Health Unit activity

- The Unit is:
 - Providing a leadership role for health and work
 - Demonstrating early success
 - Developing options to bring about and embed change.
 - Working with stakeholders to co-ordinate and co-produce our strategy
- In particular, we are:
 - Working with employers
 - Influencing the role of the health and employment workforce
 - Building our evidence base of what works to support people



Spending Review '15 Settlement

£115 million was awarded to DWP (subject to allocation processes

NHS England is due to provide funding to the SIB and Innovation Fund after the NHS England allocation processes are complete.

Current expectation

- £40m (DWP) + £30m (NHS E) for the Innovation Fund – Total £70m
- £20m (DWP) + tbc (NHS E) for the SIB
- £55m for IAPT (DWP)
- The rest allocated to evaluation and administration

1. **Work and Health Innovation Fund** – a ‘test and learn’ approach and build the evidence base of what works.
2. **Mental health and employment Social Impact Bond** – incentivising social investors through payment by results.
3. **Employment advisers in IAPT** – expanding employment support in mental health setting.

Innovation Fund

- The Innovation Fund will test a number of interventions to help working age disabled people and people with health conditions to get in, stay in and return to work.
- We plan to run the innovation Fund in three ways;
 1. Work with NHS England to develop proposals for system-wide health-led interventions
 2. Scale-up existing interventions or delivery models that lack robust evaluation
 3. Stimulate and test innovative approaches from a broader range of providers
- Run trials that can be robustly evaluated and are appropriate for clinical commissioning
- Score costs and savings across government, enabling us to build a case for reform and to develop an invest-to-save model across government.

Employers

We want employers to understand the business benefits of retaining and attracting skilled staff who may have disabilities or health conditions. To do this Employers we will need to encourage and incentivise employers to:

- Support employees to stay in work when they get sick; and offer opportunities to join or re-join the workforce for people who are out of work, to improve their health, prosperity and life opportunities.

Our approach will be to work with employers and partners, including the What Works centres, to build a robust evidence base of the benefits of work to health, test innovative interventions and models and scale quickly those that work.

- Large employers to influence through their supply chains;
- SMEs to learn how a healthy, productive workforce, however small, can grow and sustain their business and how to get help; and
- Encourage the self-employed towards healthier lives, and making provision for illness or disability with tailored support from Government.

Managing Long Term Sickness Absence in Small and Medium Enterprises



HM Government

- **Challenge project** to address the issue of long term sickness absence and tackle its negative effects on the individual, employers (particularly SMEs) and the state.
- How do we support SMEs to manage sickness absence and improve productivity? – may be refined
- Working with the Small Business Research Initiative and Innovate UK to invite project bids:
 - Innovative
 - Tailored
 - High impact
 - Well-managed
 - Evaluated
 - Should be suitable for micro-businesses as well as SMEs
- £500,000 is available over two phases

Green Paper

The DWP Secretary of State announced on 11 May that the Government will publish a Green Paper in 2016 that will:

- be part of a conversation to address the huge challenge that cuts across society: the health and welfare system, employers and the labour market
- provide a platform to bring together existing work and help shape our approach going forward
- through the Work and Health Unit, test a range of trials and interventions to help build the case for what works in helping people with health conditions and disabilities to retain or get into work.
- reframe the discussion with disabled people and find out what really works

Consultation

We greatly value your feedback and opportunities for engagement

- What would you like to see during the the consultation process?
- Where would you expect to find health and work information?
- How can we collaborate more effectively?
- We want to ensure that disabled people and people with long term conditions are at the heart of everything we do-how can we ensure that individuals views are captured effectively?
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