



FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

DERBYSHIRE HEALTH AND WELLBEING BOARD

18 January 2023

Report of the Director of Public Health

Work and Health update

1. Purpose

- 1.1 The Health and Wellbeing Board is asked to:
- a) Note the overview of existing work and health support being offered to Derbyshire residents that will be presented at the meeting.
 - b) Receive an update on additional Government funding available to support disabled people and people with health conditions to start, stay and succeed in work.
 - c) Note any specific issues highlighted in the presentation and consider further opportunities that the Health and Wellbeing Board can champion to strengthen joint working.

2. Information and Analysis

- 2.1 There is a clear and direct link between being in good work and better health and wellbeing outcomes. Conversely, unemployment is associated with an increased risk of mortality and morbidity, including limiting long-term illness, cardiovascular disease, poor mental health and suicide and health-harming behaviours.
- 2.2 Addressing the wider determinants of health, such as employment, is key to reducing health inequalities. In Derbyshire, people living in the poorest areas will die, on average, seven and a half years earlier than those in the richest areas (JSNA, 2023). Addressing such avoidable inequalities

and moving towards a fairer distribution of good health requires a life course approach and action to be taken across the whole of society.

- 2.3 Poor or unsuitable working conditions continue to cause preventable deaths, illness, and accidents; they contribute to health inequalities that impact on peoples’ life expectancy and on their overall quality of life. Good quality employment results in better financial stability for individuals and offers a route out of poverty.
- 2.4 Adults in employment spend a large proportion of their time in work. The type of work that people are engaged in is also an important factor. Those in routine and manual employment have poorer health outcomes than those in professional positions.
- 2.5 Health inequality exists and those with a learning difficulty, long term physical or mental health condition are less likely to be in employment than the rest of the population. The gap in employment in Derbyshire is significantly worse than the England average for those in contact with secondary mental health services (72.6%) and those who are in receipt of long-term support for a learning disability (75.3%) than the overall employment rate.

Indicator	Period	Derbyshire		Region England				England	
		Recent Trend	Count	Value	Value	Value	Worst	Range	Best
16 to 17 year olds not in education, employment or training (NEET) or whose activity is not known (Persons, 16-17 yrs)	2022/23	↓	403	2.5%	4.9%	5.2%	15.2%		0.0%
Gap in the employment rate between those who are in receipt of long term support for a learning disability (aged 18 to 64) and the overall employment rate (Persons, 18-64 yrs)	2021/22	-	-	75.3	71.7	70.6	80.9		46.4
Gap in the employment rate between those with a physical or mental long term health condition (aged 16 to 64) and the overall employment rate (Persons, 16-64 yrs)	2022/23	-	-	8.2	9.1	10.4	20.1		1.0
Gap in the employment rate for those who are in contact with secondary mental health services (aged 18 to 69) and on the Care Plan Approach, and the overall employment rate (Persons, 18-69 yrs)	2020/21	-	-	72.6	69.7	66.1	76.0		47.7
Percentage of people in employment (Persons, 16-64 yrs)	2022/23	→	365,100	75.7%	75.1%	75.7%	62.3%		100%
Sickness absence: the percentage of employees who had at least one day off in the previous week (Persons, 16+ yrs)	2019 - 21	-	-	1.1%	1.8%	1.8%	4.0%		0.0%

2.6 To address these inequalities a wide range of work and health interventions are delivered across Derbyshire. Some of this provision includes:

- The Disability Employment Service - which aims to support disabled people to find training, work experience, voluntary and paid employment.
- Disability Employer Engagement Derbyshire (DEED) - offering support to businesses and organisations across Derbyshire, empowering them to employ people with disabilities or long-term health conditions. This includes partnership work with DWP to

increase the number of Disability Confident employers across Derbyshire.

- Well for Work – an ESF funded programme to provide personalised support to help residents feel confident and supported through their employment journey.
- Work Your Way - evidence based Individual Placement and Support (IPS) service embedded within community mental health services in Derbyshire
- Derbyshire Careers Service – giving free and impartial information, advice, and guidance about career opportunities, learning and employment to any Derbyshire resident aged 19 and over.
- YES Derbyshire Youth Hubs – providing training, careers advice and guidance to young people aged from 16 to 24 within community settings.

2.7 Long-term sickness and the number of economically inactive individuals has risen significantly since the pandemic, with the majority having a long-term health condition or disability. Mental Health and Musculoskeletal (MSK) issues are the leading causes (OHID, 2023).

2.8 To address this, the Health and Disability White paper launched in the spring budget announced a number of funded new health and work measures. These included:

- MSK health – scale up community MSK hubs so more people can access treatment and provide free access to digital support tools.
- Mental Health – expand Individual Placement Support (IPS) scheme which supports people with severe mental illness into employment.
- Cardiovascular disease (CVD) – digitise the NHS Health Check to identify CVD conditions earlier
- WorkWell – integrated work and health support for disabled people and people with health conditions who want help to start, stay or succeed in work

2.9 In November 2023 the Department for Work and Pensions (DWP) and Department of Health and Social Care (DHSC) launched the WorkWell programme. WorkWell will support the development of integrated health and work services, which will provide person-centred health and work support based on a biopsychosocial model. This offers an opportunity to strengthen work in Derbyshire and provide an integrated, seamless offer to disabled people and people with health conditions to start or stay in work.

2.10 At the time of writing this report the Integrated Care Board (ICB) is convening partners to explore the feasibility of submitting an expression of interest to become a WorkWell vanguard area. Further updates will be provided at the meeting.

3. Alternative Options Considered

3.1 For the Health and Wellbeing Board not to support a joined-up approach to work and health initiatives across Derbyshire. However, it is necessary to fully address this as a population health issue collaborative work across the system to improve health outcomes.

4. Implications

4.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

5. Consultation

5.1 No formal consultation has been undertaken.

6. Partnership Opportunities

6.1 The Health and Wellbeing Board and its partners are asked to fully engage in promoting and disseminating information related to work and health opportunities in Derbyshire.

6.2 Local Government and the Integrated Care System across Derbyshire will enable work and health to be discussed by a wide range of partners who can collaboratively tackle the issues which cause poor health and wellbeing.

7. Background Papers

N/A

8. Appendices

8.1 Appendix 1 – Implications.

9. Recommendation(s)

That the Health and Wellbeing Board:

- a) Note the overview of existing work and health support being offered to Derbyshire residents that will be presented at the meeting.

- b) Receive an update on additional Government funding available to support disabled people and people with health conditions to start, stay and succeed in work.
- c) Note any specific issues highlighted in the presentation and consider further opportunities that the Health and Wellbeing Board can champion to strengthen joint working.

10. Reasons for Recommendation(s)

- 10.1 The Public Health Outcome Framework highlights the significant gaps in employment outcomes for vulnerable populations in Derbyshire.

Report Author: Vicky Smyth, Group Manager Wider Determinants

Contact details: Vicky.smyth@derbyshire.gov.uk

Organisation: Derbyshire County Council

HWB Sponsor: Ellie Houlston, Director of Public Health

Implications

Financial

1.1 There are no financial implications of this report.

Legal

2.1 There are no legal implications of this report.

Human Resources

3.1 There are no human resource implications of this report.

Equalities Impact

4.1 There are no equalities implications of this report.

Partnerships

5.1 Local Government and the Integrated Care System across Derbyshire will allow work and health to be discussed by a wide range of partners who can collaboratively tackle the issues which cause poor health and wellbeing.

Health and Wellbeing Strategy priorities

6.1 The Derbyshire Health and Wellbeing Strategy (2022 Refresh) recognises “Strengthening opportunities for quality employment and lifelong learning” as a key priority for work.