CONTEXT

"Being without work is rarely good for one's health, but while 'good work' is linked to positive health outcomes, jobs that are insecure, low-paid and that fail to protect employees from stress and danger make people ill", The Marmot Review, 2010

What is the local situation?

- Percentage of people aged 16-64 in employment:
 - Persons 71.9%
 - Male 80.0%
 - Female 62.9%
- Percentage point gap in overall employment rate and employment rate among particular groups:
 - those with a long term health condition 14.1
 - those with a learning disability – 64.8
 - those in contact with secondary mental health – 65.1
- 2.2%of employees who had at least one day off in the previous week
- 1% of working days lost due to absence
- The London Borough of Tower Hamlets (LBTH) has completed a self assessment for the London Healthy Workplace charter and has achieved the first level "Commitment". Subsequent levels are "Achievement" and "Excellence"

What is the National Policy context?

- Improving Lives The Health and Disability Green Paper 2016
- The DWP Work and Health Programme has been devolved in London

INPUTS

Overarching Strategy/Policies:

Health and Wellbeing Strategy

 priority on Employment and
 Health

Council Wellbeing Strategy Employment Strategy

Council departments:

- Public Health team
- Economic Development team
- Human Resources and Occupational Health

Employment services:

- Work Path (the integrated employment support service)
- DWP Work and Health Programme (devolved in London)
- Directory of services under development (GIS mapping project)
- Apprenticeships
- Job Centre Plus

Health services:

- 3 social prescribing programmes which work across the Borough
- Primary and secondary health services
- Tower Hamlets Together (THT) partners

Healthy Workplace resources:

- Time to Change: national resources and businesses who have pledged.
- Employers Forum
- London Healthy Workplace Charter
- Mer lealth First Aid training

OUTPUTS

Healthy Workplace:

London Health Workplace Charter assessments for LBTH and THT partners

Review of healthy work place policies and progress towards Healthy Workplace Awards within Council and all THT partners

LBTH Wellbeing Strategy and Action plan

Further development of the Employers Forum to consider other areas of workplace health and wellbeing

Employees of Council and THT partners trained in Mental Health First Aid

Health and Employment:

Review of best practice focussing on the integration of employment and health services and creating recommendations for practice

Developed relationships between employment and Health services within the borough

Assessment of those employment services which Social Prescribers currently refer clients into

Training/presentation of Work Path to Social Prescribers Network

Public health and Economic
Development teams collaboration on
local implementation of DWP Work
and Health Programme (attending task
and Finish Group, advising on local
context)

IMPACTS (ST)

Healthy workplace:

Increased numbers of employers who actively support the mental wellbeing of their staff

Increased numbers of employers who are health promoting – i.e created and use opportunities to promote physical activity, healthy eating, stop smoking services

LBTH and health partners leading the way by achieving second and third (achievement and excellence) levels of London Healthy Workplace Charter

Promotion of the London Healthy Workplace Charter to businesses in Tower Hamlets (starting with those businesses who are already engaged with the Employers Forum)

Health and Employment

Increased knowledge among social prescribers about the range of employment services on offer within the Borough and vice versa

A defined plan for ensuring ongoing relationships between health and employment services, including implementation of recommendations from best practice review

Defined referral pathways which are specific to Tower Hamlets, and make good use of existing services, specified in the model of service for the DWP Work and Health Programme

OUTCOMES (MT)

Healthy workplace:

All THT partners achieve at least the second level of the London Healthy Workplace Charter

Increased numbers of employers in the Borough who have completed self-assessment of the London Healthy Workplace charter and have plans to achieve subsequent levels

Mental Health First Aid training to be included in appropriate job descriptions for THT partners and within Council

Increased numbers of LBTH employees actively supported within the workplace to maintain their own health

Health and Employment:

Increased numbers of referrals from social prescribers to relevant employment services for individuals who want to work but who perceive barriers to employment

Numbers of individuals who successfully enter work and are supported to remain in work through the DWP Work and Health Programme

Embedding of employment services map use by social prescribers and health services staff

Inclusion of health impacts in all policy and strategy documents produced by the council which relate to employment

Health Workplace:

OUTCOMES (LT)

Increased numbers of employers in the Borough who have achieved second and third levels of London Healthy Workplace Charter

Increased numbers of employers who attend the Employers forum

Reduced sickness absence due to stress (PHOF indicator 1.09)

Health and Employment:

Increased numbers of individuals who have been long term unemployed moving into healthy work

A reduction in the Gap between overall employment rate and employment rate among:

- those with a long term health condition;
- those in contact with secondary mental health services and;
- those with a learning disability and overall employment rate

(PHOF indicator 1.08)

Assumptions

- There is a population of residents who do not currently work but who would like to do so
- For those individuals who would like to work but who perceive barriers to employment, there are support services available which can help to overcome these barriers
- The development of links between employment and health services assumes that the organisation of both sets of services will remain broadly the same
- There are benefits both to the employer and the employee to participating in a healthy workplace agenda
- Welfare reform
- Job availability within the Borough
- Changing demographics within the Borough
- DWP constraints on the Work and Health Programme
- Changes in funding for health services and in central government funding to local authorities

External factors