

health@work



Workplace Health Advice and Support

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- ✚ Health@Work is a voluntary sector organisation focused on reducing and preventing workplace ill-health
- ✚ Reputation for a pioneering role in testing and launching innovative solutions to workplace health problems, and for effective service provision.
- ✚ Key - Partnership working

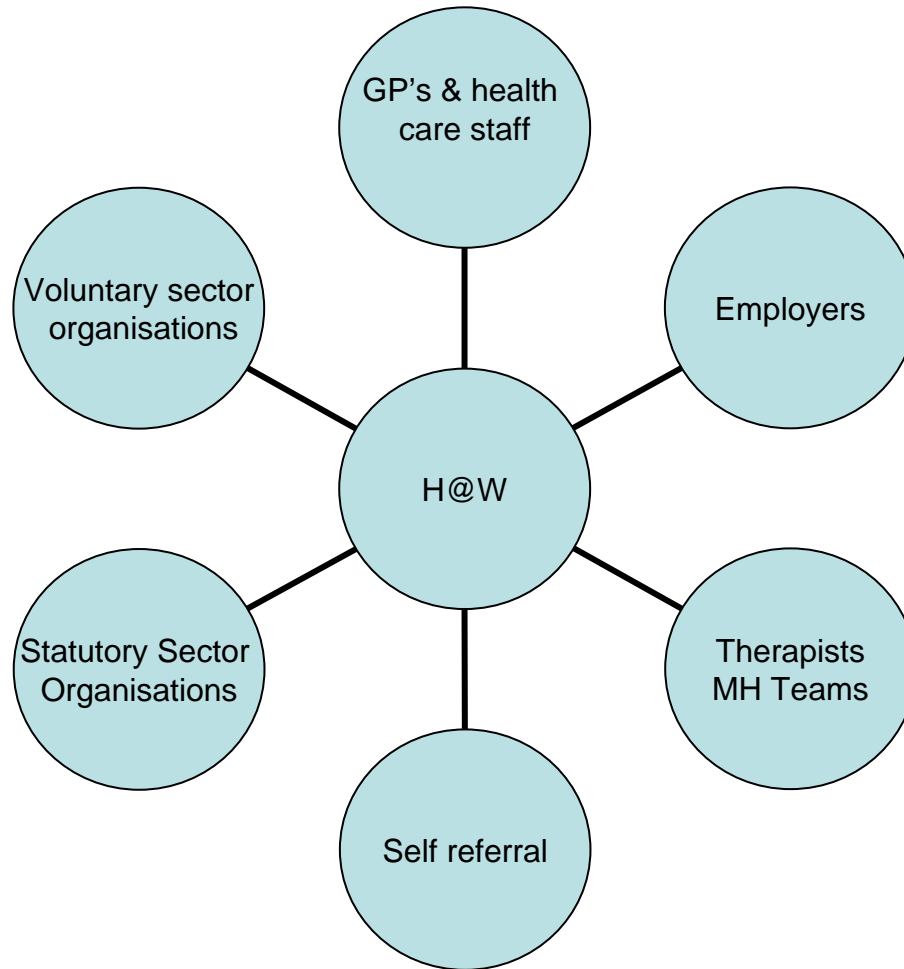


- ✚ Work with businesses – traditional health & safety, audits and assessments. Policies and procedures, training, sickness absence management, workplace health questionnaire.
- ✚ Campaign work – health, work and well-being – smoking, alcohol, diet, exercise and mental health etc. incl. SmokeFree Liverpool
- ✚ Individuals – workplace health support service offered through GP surgeries and in Liverpool City Centre

Individual Support Model

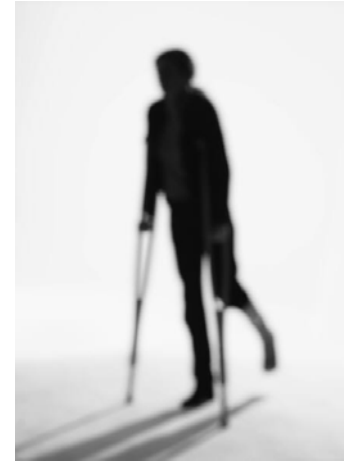
- ✚ Workplace Health Advisors based in GP surgeries and in city centre base.
- ✚ Non medical, **independent**, case managed approach to workplace health - giving advice on health & safety, employment law, improving conditions at work, mediation etc.
- ✚ Based on early intervention and prevention - to improve job retention and rehabilitation. Helping employees to manage their health conditions and employers to manage their return to work
- ✚ Working with the individuals, their employers, trade unions, health practitioners and other appropriate agencies.
- ✚ Service model was developed following feedback from a Workplace Health Questionnaire (WHISQ) originally carried out in GP surgery waiting rooms, where 20% of patients said they were attending with a work related issue.

Referral

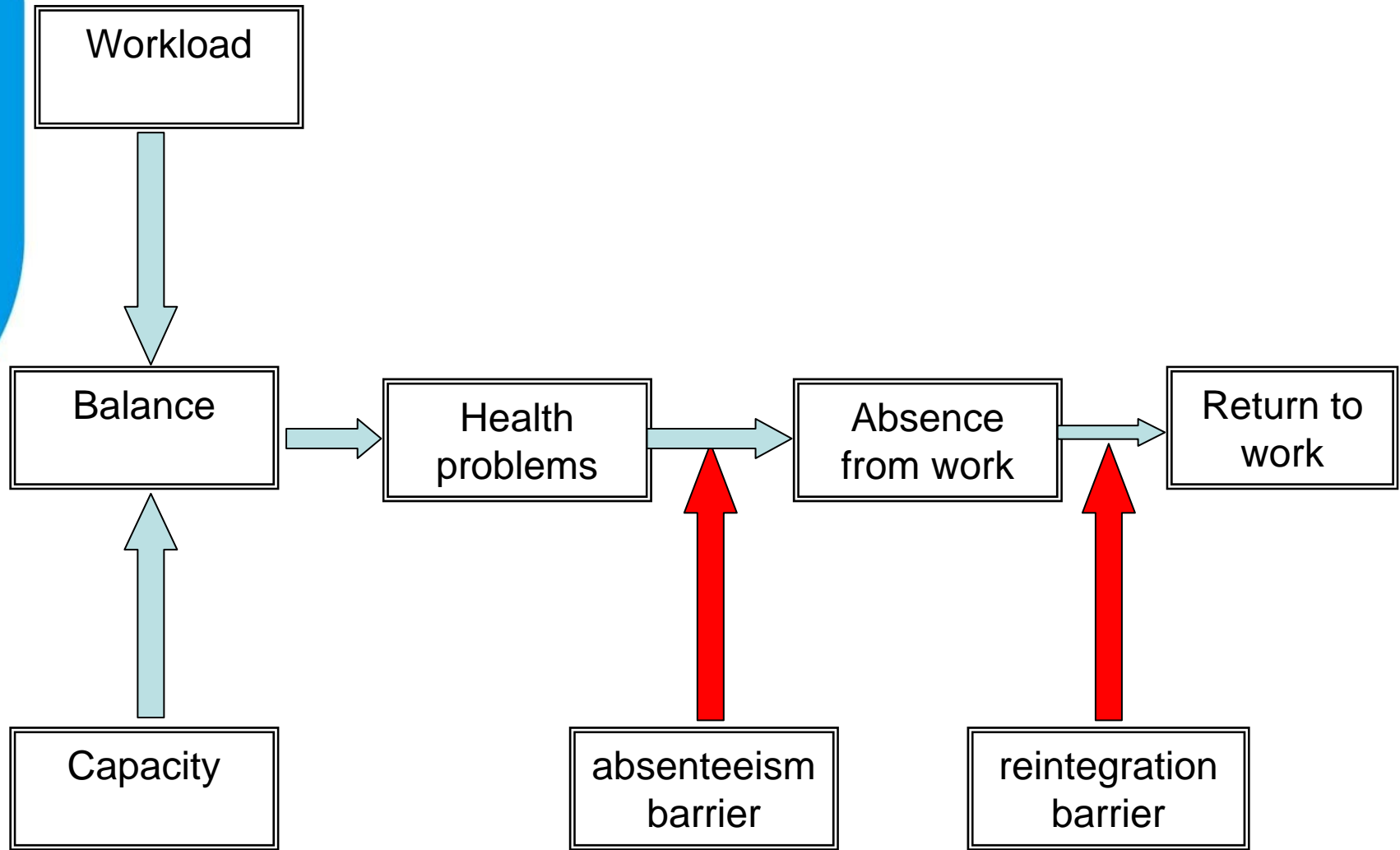


Trends

- ✦ Most common issues are 'stress' and MSD's
- ✦ Many clients initial problems are non-medical, and are related to poor management and lack of support - particularly in large organisations.
- ✦ This can lead to an escalation of minor issues into complex health problems.
- ✦ Health issues are being dealt with by clinicians but little link with the workplace
- ✦ Poor support for job retention and rehabilitation
- ✦ Case studies



The process of becoming ill



Benefits

- ✚ Reduction in GP certification
- ✚ More appropriate use of clinicians and therapists time
- ✚ Reduced sickness absence and improved staff morale
- ✚ Improved job retention and rehabilitation
- ✚ Reduction in flow of IB claimants
- ✚ Improved networking of and access to advice and support agencies
- ✚ Engender greater understanding of the links between health and employment with employers and the wider community



THE PROFESSIONALS



Evaluations & Research

- ✚ Independent evaluations – reference website
- ✚ Insert Quotes from GP's and Clients (CB Eval)
- ✚ PCT funded research into the benefits of non-medical interventions.

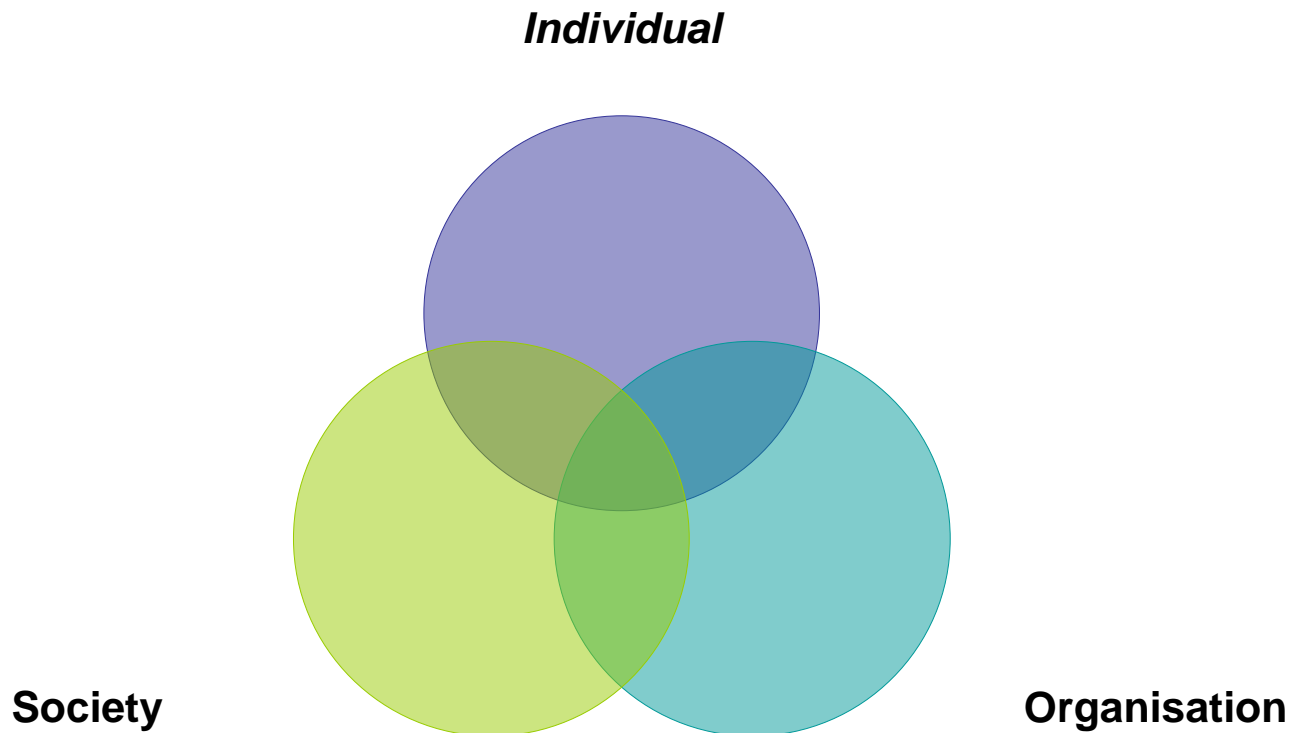
Local Agenda

- ✚ Liverpool PCT – seen the benefits of addressing public health through and with the workplace e.g. SmokeFree Liverpool
- ✚ Supporting and investing in workplace health – using the public sector as a model of good practice
- ✚ Campaigns – using workplaces to address health inequalities
- ✚ HWWB initiatives

National Agenda

- ✚ We believe the service we offer locally mirrors the national Health Work and Well-being agenda.
- ✚ Carol Black report – links
- ✚ Fit for work notes

We acknowledge that people in work generally enjoy better health, although not all work is good for your health. Healthy workplaces, good work and healthy employees has benefits for all.





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