Review of NHS Occupational Health Services

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Review of NHS OHS

- Context
- The ‘Task & Finish’ Group
- Core Workstreams and Recommendations
- Stakeholder Engagement
- Implementation
NHS Staff Health & Well-being Programme

Programme Aims
1. Implement the Boorman Review of NHS Staff Health and Well-being, as part of the wider productivity challenge
2. Improve the health and well-being of NHS staff
3. Reduce Sickness Absence
4. Improve staff experience
5. Improve productivity and patient care
6. Embed the NHS Constitution

Programme Objectives
- Enable the improvement of occupational health service provision across England
- Deliver the NHS Challenge
- Promote NHS Health and Well-being
- Develop and monitor local plans to deliver the national ambition of £555m productivity savings
- Measure success

Key achievements
- Infrastructure in place for delivery: -
  - Well-being Innovation and Scrutiny Group
  - Well-being Delivery Group
- NHS Operating Framework - NHS organisations asked to review health and well-being measures relating to the implementation of the recommendations of the Boorman Review
- Bespoke reports made available to every NHS trust
- Trust implementation plans developed, agreed and implementation underway
- £555 million Aspirational Challenge
- Delivery of the NHS Constitution Pledge for Staff Health & Well-being has been integrated into the Health and Well-being QIPP programme and is being monitored through the NHS Staff Survey
Key achievements

• Regional workshops

• Shared good practice

• Health and well-being toolkit: [www.dh.gov.uk/nhswellbeing](http://www.dh.gov.uk/nhswellbeing).

• NHS Employers involvement
  – Boorman E-Reference Group
  – Tools e.g.
  – Well being guidance (inc Sickness Absence Mgt) inc training for line managers
  – Mental Health and Employment guidance inc training for line managers
  – HR’s role in implementing Boorman
  – Line managers training on Boorman

• NHS Well-being Champions appointed in May 2010

Key achievements

• NHS Challenge launched in July 2010 by Sir David Nicholson, NHS Chief Executive

• NHS Sport website launched [www.sportandphysicalactivity.nhs.uk](http://www.sportandphysicalactivity.nhs.uk)

• Each SHA has assigned a Well-being lead to work with and support local NHS organisations

• NHS Employers, with the Department, has developed useful guidance available from their new ‘NHS Well-being at Work’ online resource. [www.nhsemployers.org/wellbeing](http://www.nhsemployers.org/wellbeing)
Ongoing plans

- Incentive Framework for the NHS Challenge
- Appointment of an Accreditation Board for the NHS Challenge
- Agree a Health and Well-being Improvement Framework to monitor the £555m productivity savings from reducing sickness absence
- Undertake a Health and Well-being longitudinal study in the NHS

Current OH Provision - Concerns

- Under resourced, with staffing often based on historical patterns of demand rather than related to current or future needs;
- Lacking in board and top management support;
- Perception that OHS prioritise support for managers over support for staff;
- Concern that line managers did not always support staff who wanted to take advantage of staff health & well-being programmes;
- Evidence that not all NHS Trusts made good use of the information available on staff health and well-being leading to a lack of awareness of the cost of staff ill-health and of the benefits of investing in better support and targeting key issues
‘Task & Finish’ Group

Terms of reference

• prepare a paper setting out the options for the future shape and remit of NHS occupational health services [in England]
• engage with key stakeholders to test the proposals
• set out guidelines for effective implementation of the agreed options within a defined timeframe (March ‘11)

Membership

• NHS Plus, Staff side, NHS Employers, SHAs, ANHOPS, Local Services, FOM, BMA, HSE etc

Workstreams

- Future OH Services
  • Minimum service standards
  • Accreditation
  • Commissioning
  • Models of occupational health service delivery
  • Staffing

- Data management & info sharing
  • HWB of Trust staff
  • Activities of OHS
  • Quality of OH Care
  • Core data needs

- Leadership & Engagement
  • Developing service specifications
  • Promoting the service offering to staff
  • Ensuring OHS provision is integrated
  • Developing robust business cases to support service development
Six Core Services

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<thead>
<tr>
<th>Core services</th>
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<tr>
<td>Prevention</td>
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<td>The prevention of ill-health caused or exacerbated by work</td>
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<td>Timely intervention</td>
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<td>Easy and early treatment of the main causes of sickness absence in the NHS</td>
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<td>Rehabilitation</td>
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<td>Processes that help staff stay at work or return to work after illness</td>
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<td>Health Assessments for Work</td>
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<td>Supporting organisations manage attendance, retirement and related matters</td>
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<td>Promotion of health and well-being</td>
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<td>Using work as a means of improving health and well-being and using the workplace to promote health</td>
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<td>Teaching and Training</td>
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<td>Promoting the health and well-being approach amongst all staff and ensuring the availability of occupational health staff in the future</td>
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14 Recommendations

- Focus on Minimum Service Standards, accreditation, commissioning etc
- Rebadging – “NHS occupational health and well-being centres”
- Piloting the appointment of NHS regional occupational health professionals based in departments of public health
- Reciprocal clinical attachments for trainees
- Strengthening of the academic base for OH
- Core SLAs for OHS, plus management standards & quarterly KPIs
- Closer working between OH and HR on HWB Strategy
Stakeholder Engagement

- Engagement events organised by NHS Employers
- Held in SHAs
- Over 300 participants

Next Steps

- Assimilate feedback from engagement process (Jan 2011)
- Ministerial submission on health and well-being (Feb 2011)
- Implementation workstrands in development (Jan 201)
- Implementation approach agreed by Task and Finish Group (Feb 2011)
- Implementation activities agreed and plan developed (March 2011)
- NHS occupational health services achieve accredited status or are ready to do so by end March 2012
Wendy Russell
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www.dh.gov.uk/nhswellbeing.