**Healthcare Professionals’ Consensus Statement**

**on Health and Work**

The relationship between employment and health is enduring, close, and complex, and working can give an individual a sense of inclusion and purpose. ‘Good’ work with characteristics such as security, realistic demands and a level of personal control can also be an important adjunct to treatment and a valuable measure of condition management, as being able to work is a reliable indicator of physical, mental and social functioning.

Working can be considered a health outcome in itself, especially given the effects on health of worklessness. The majority of health-related worklessness is not inevitable and can be significantly reduced. Those for whom ill health or disability is a threat to their ability to work should be helped to maintain or make a timely return to working. People who have never worked but have the potential to do so should be supported to develop their aspirations and capabilities, so they can gain the health, social and economic benefits.

Individuals, employers and health and work professionals can each play a role to:

* Help develop achievable aspirations of an individual for health and working;
* Prevent ill health by assessing and controlling risks to employee health, safety and well-being;
* Promote healthy lifestyles;
* Tackle discrimination, harassment and victimisation associated with health or disability, both physical and mental; and
* Provide support and make reasonable adjustments to help people with ill health remain or make a timely return to working – for example, by amending duties and offering flexible working options and rehabilitation services.

**A Statement for Action: Four principles for healthcare professionals**

We, the undersigned, will work individually, collectively and with relevant national and local bodies to ensure every healthcare professional is able to support their patients to realise their working potential.

This pledge includes a commitment to ensure every health professional:

* Understands the health benefits of work and working, and the long term effects of avoidable health-related worklessness;
* Has the skills to incorporate working as a health outcome within their patient care as appropriate to the health or disability of that individual;
* Is supported to understand and interact with the wider health and work system and those bodies that have a role in assisting individuals; and
* Feels empowered to guard their own health, just as that of their patients.