



University
of Glasgow | Public Health
& Health Policy

The Scottish Observatory for Work and Health

Where Next?

Dr Ewan Macdonald



Work and Inequality

- **Your health status is determined by having a job and the level of that job**
- **Your job (or jobless) level determines your life expectancy**
- **Your job (or jobless)level determines how long you will survive the same medical condition**

Policy context -Scotland

Improving Health in Scotland: the Challenge, Scottish Executive, 2003

The Government Economic Strategy, Scottish Government, 2007

Healthy Working Lives: a plan for action, Scottish Executive, 2004

Equally Well, Scottish Government, 2008

Workforce Plus - an Employability Framework for Scotland, Scottish Executive, 2006

Better Health, Better Care: Action Plan, Scottish Government, 2007

Scottish Action Plan on Health and Safety, Scottish Executive, 2007

Co-ordinated, integrated and fit for purpose:

A Delivery Framework for Adult Rehabilitation in Scotland, Scottish Executive, 2007

Curriculum for Excellence, Scottish Executive, 2004

CEL 14 (2008), Health Promoting Health Service:

Action in Acute Care Settings, Scottish Government, 2008

SCOTTISH CONTEXT?- THE HEALTHY WORKING LIVES STRATEGY 2004

- “A healthy working life is one that continuously provides working age people with the opportunity ability support and encouragement to work in ways and in an environment which allows them to sustain and improve their health and well being. It means that individuals are empowered and enabled to do as much as possible, for as long as possible, or as long as they want, in both their working and non working lives”

Principle of Healthy Working Lives

- All services should be aimed at **maximising functional capacity of the working age population** - physical, mental, social, spiritual
- Its not their diagnosis that is important- its what can they DO

The Partners

PHPs



Essentials of Healthy Working Lives

Everyone at some time or another needs

- Health improvement
- Health protection
- Rehabilitation
- Life long learning
- Employability services

Whether they get it at the right time or not depends
more on CHAOS theory

Developing single point of access

FINDINGS FROM REVIEW OF SCOTTISH HWL STRATEGY 2009

- Purpose –increasing the number of people in employment, spreading employment more equitably across all communities, raising productivity and improving health working life expectancy
- Improving the ability of people of working age to remain at or return to work should be expected to improve healthy life expectancy
- To seek a flow , for those classified as being economically inactive , from inactivity to activity

UK CONTEXT- Carol Black review

- Positive relationship between work and health
- Sick note to a fit note
- Fit for work service pilots
- Expand provision of Pathways to Work
- Integrated approach to Working age health underpinned by systematic data gathering
- Boost academic base of health and work

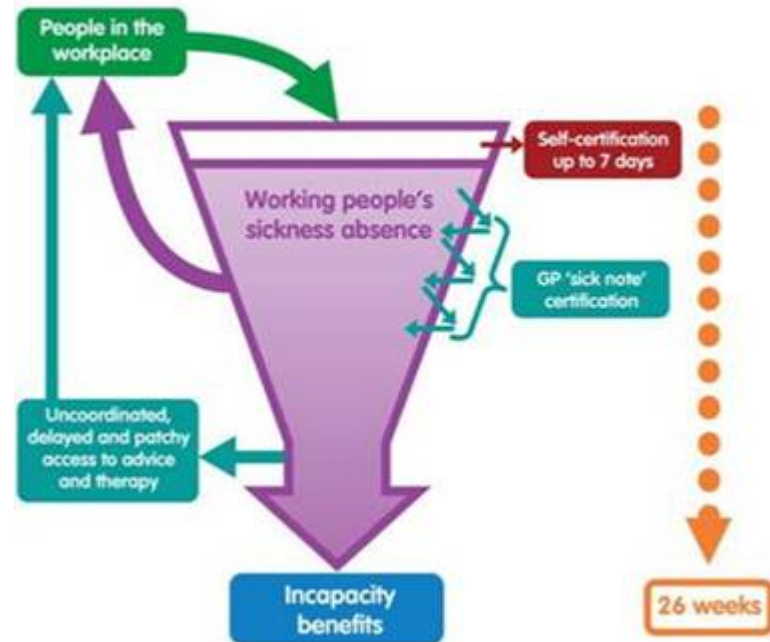


2. Early intervention

- Early intervention for those who are employed but absent with a sick note



Current system



Scottish Government Response

- **“ There is a need to ensure a suitably robust baseline to measure successful delivery of policy on health and work.**
- **We are doing...**
- **The Scottish Government is supporting the establishment of a Scottish Observatory for Work and Health. Run by the Glasgow Centre for Population Health, the observatory will initially provide an analysis of data relating to the Incapacity Benefit population in Scotland, with potential for expansion of scope in the future to provide further data to inform policy and practice on health and work.**
- **HWLC will continue to develop the Sickness Absence Management tool, in cooperation with Glasgow University, and will liaise with the Health, Work and Wellbeing team on providing support for the Business HealthCheck “**

UK Government response

- National Centre for Working Age Health and wellbeing (network of partners)
- There will be an Observatory to gather and analyse data at national , regional and local level –for the identification and monitoring the trends in the health of the working age population....including mental health issues...to help determine the impact of interventions and initiatives
- Fit for work service pilots –September 2009

The vision for the Observatory

- UK national role
- Systematic regular reports of national and local trends on working age population to inform policy makers
- Utilising primary and secondary data
- Firm academic base but linked to key stakeholders
- Support evaluation of interventions and services