

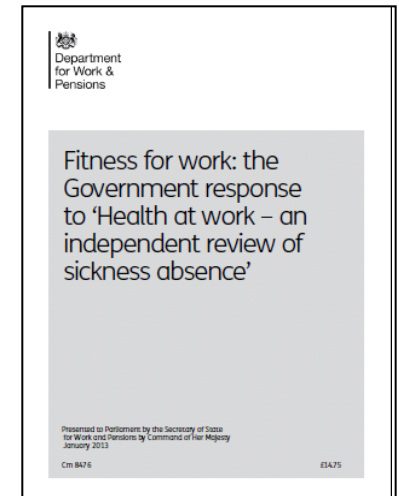
Introducing the Health and Work Service

Fiona Walshe, Deputy Director, Department for Work and Pensions

The new milestone

Fitness for Work: the Government response to “Health at Work – an independent review of sickness absence”

- **A state-funded health and work assessment and advisory service from 2014**
- Funded through abolition of the Percentage Threshold Scheme
- Retention of tax relief on Employee Assistance Programmes
- Publication of revised fit note guidance



Published 17 January 2013

- Budget 2013 announced removal of tax disincentives for employer funded vocational rehabilitation interventions recommended by the service

Sickness absence – context

- c.130 million days lost due to sickness absence per year
 - c. 1 million people have a period of sickness absence lasting 4-6 weeks
 - 300,000 fall out of work onto health-related state benefits
- At a cost of:
 - £9bn – employer sick pay and associated costs
 - £4bn – individuals' loss of earnings
 - £2bn – Government through healthcare, sick pay and foregone taxes
- Strong body of evidence that work is good for well-being and critical point for not returning to work at 4-6 weeks of sickness absence
- *Health at Work – an independent review of sickness absence*, November 2011
 - Authored by Dame Carol Black and David Frost CBE
 - Recommended an 'Independent Assessment Service'
 - Funded by abolition of Percentage Threshold Scheme
- *Fitness for Work: Government response to Health at Work*, January 2013
 - Accepted recommendation: Health and Work Assessment and Advisory Service
 - Budget 2013 – announced tax exemption for health interventions recommended by the Service
- Around £38.6m available for the Service – per annum, including VAT

Principles of the Service

Tailored to individuals on a case by case basis

Independent

Holistic (Biopsychosocial approach)

Provided by qualified specialists (Primarily in occupational health)

Nationally available with consistent standards

Easy to use (No increase on admin burden of GPs & employers)

Work-focused and practical

Prompt and rapid (timely advice to facilitate an earlier return to work).

HEALTH & WORK SERVICE MODEL

Restricted: Policy, Management & Commercial

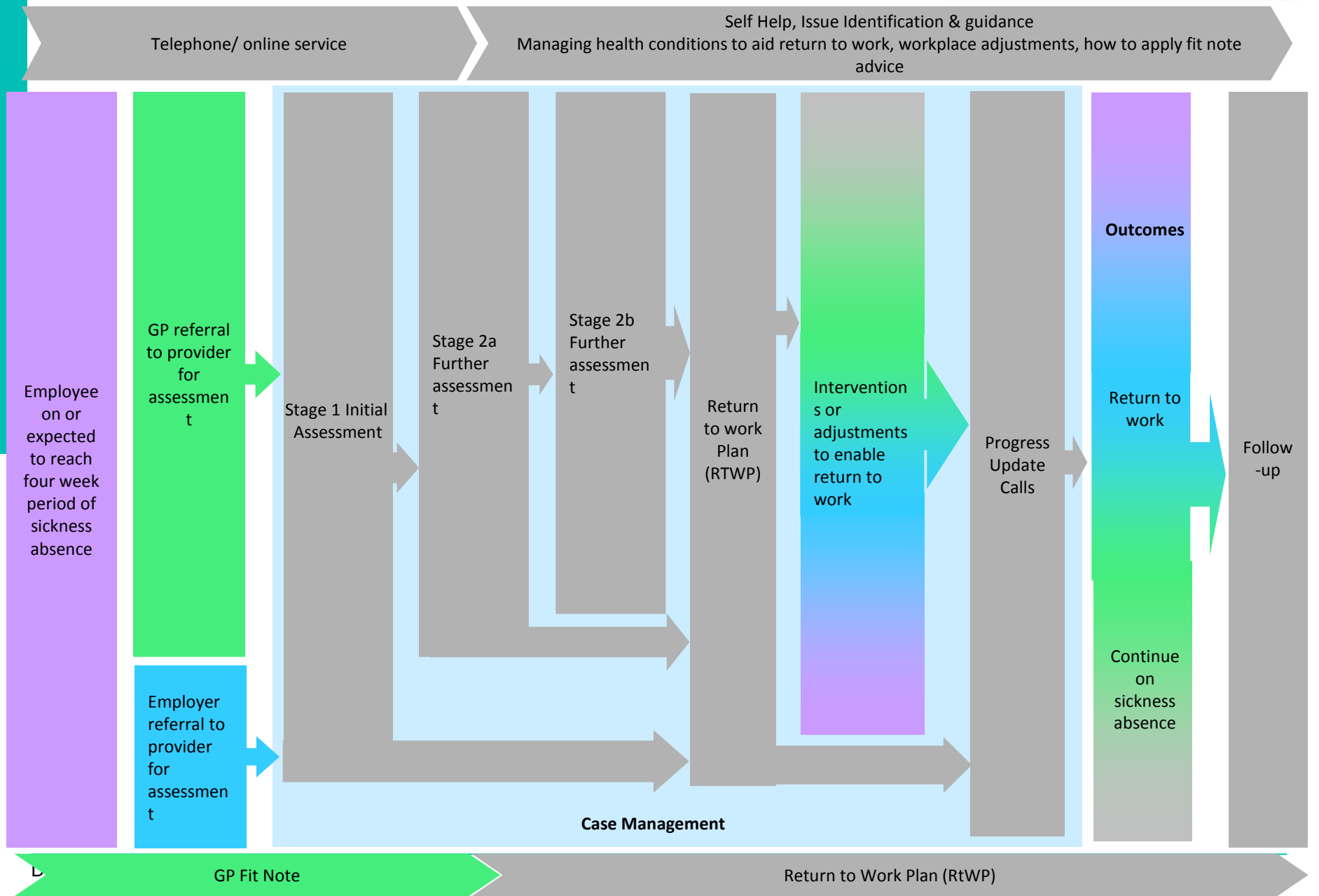
Employees

Employers

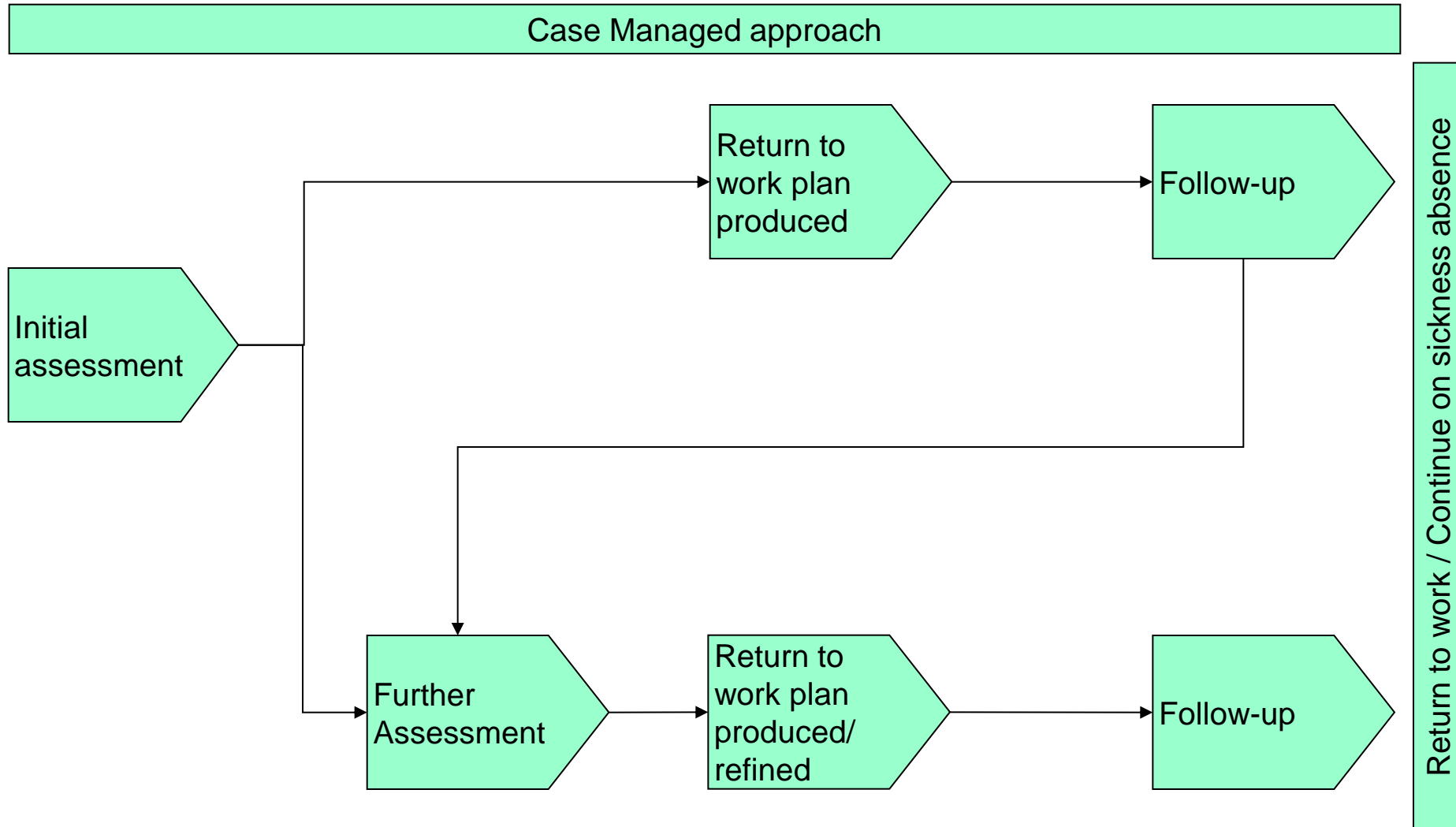
GPs

Service

Case Management



Draft customer journey



Where are we now?

- Development of the detailed specification:
 - Expert Advisory Group
 - Stakeholder events
 - Analysis
- Commissioned review of scientific evidence on telephone-based assessment, intervention and case management
- Confirmed that the service will be voluntary
- Preparation for abolition of Percentage Threshold Scheme
- Preparing for procurement exercise (early 2014)
- Development of evaluation strategy
- Planning for implementation in 2014