



HSC&WB Strategy 2008- 2011

THEME: WORK & HEALTH

Action Plan 2010 - 2011

Priority Goal 1: Working in partnership to reduce economic inactivity particularly as it relates to ill health

Outcome: To develop early intervention and support mechanisms for those with a condition which affects their ability to obtain/sustain employment

Objective: To focus on the deprived area funding communities to reduce economic inactivity.

Actions	Timescales	Lead Partner	Funding Implications	Links to other Themes/Strategies/Partnerships	Performance Indicators
To target people in receipt of Incapacity Benefit / Employment and Support Allowance in RCT and to roll out successful initiatives to other areas in RCT.	March 2011	HSCWB Job centre Plus	No	HSCWB – (Mental Health & Emotional Well-being theme)/ Community First	Reduction in the number of Employment and Support Allowance and Incapacity Benefit recipients in RCT – baseline August 2009: 20,740 . Monitor numbers

Actions	Timescales	Lead Partner	Funding Implications	Links to other Themes/Strategies/Partnerships	Performance Indicators
Monitor impact of under 25s migrating from IB to ESA during 2010/11					<p>of people with health conditions and disabilities going back into work (JCP job outcome target and Condition Management Programme/ESA/ Incapacity Benefit statistics).</p> <p>Numbers of under 25s moving to work-related activity group on ESA, or to JSA</p>
Liaise with LHB representative/Community First Coordinators/Employment Gateway/JobMatch to support people into volunteering opportunities and LHB pre-employment	March 2011	HSCWB/Interlink/Jobmatch	Potential funding via Jobmatch	Mental Health & Emotional Wellbeing/Community First	<p>No. of people referred to LHB pre-employment courses and / or employment.</p> <p>No of people referred to Employment Gateway and JobMatch.</p>

Actions	Timescales	Lead Partner	Funding Implications	Links to other Themes/Strategies/Partnerships	Performance Indicators
courses, and Employment Routes.					
Liaise with Mental Health Development Manager (LA/tLHB) and Condition Management Programme to develop programmes for people with mild to moderate mental health issues	March 2011	HSCWB	No	Mental Health & Emotional Well-being theme	Engagement with local GP's No. of supportive courses held eg Depression Busting, Condition Management. No. of clients attending courses Evaluation of courses.
Liaise with GPs and Community First Development Workers to be further involved in new initiative to develop self help groups and Depression Busting courses across RCT. Further engagement to be arranged.	April 2010	HSCWB Jobcentre Plus	No	Mental Health & Emotional Well-being theme	No. of Communities First referrals to supportive services eg Depression Busting, Condition Management Programme

Actions	Timescales	Lead Partner	Funding Implications	Links to other Themes/Strategies/Partnerships	Performance Indicators
Develop links with Merthyr HSCWB Partnership to share best practice.	Ongoing	RCT HSCWB Jobcentre Plus	No		Best practices implemented
Maximise impact of the new Jobcentre Plus Mental Health Coordinator role to support people with mental health conditions, particularly those moving from IB/ESA to JSA.	March 2011	Jobcentre Plus	No	Mental Health and Emotional Wellbeing Theme	Mental Health Coordinator to attend quarterly meetings of Work and Health Task Group, and provide quarterly progress reports.
Build on the introduction of the Fit Note, by raising GPs' awareness of initiatives available to support people back into work.	March 2011	HSCWB Jobcentre Plus	No		Involvement in WAG GP website. Publicise through newsletters and electronic flyers.

Priority Goal 2: Work with employers to improve the health and well-being of staff, to reduce absenteeism and sickness in the workplace as well as helping to maintain a “healthy” economy

**Outcomes: Increased number of employers taking action to promote Health & Well-being in the workplace
Healthier workforce**

Actions	Timescales	Lead Partner	Funding Implications	Links to other Themes/Strategies/Partnerships	Performance Indicators
Support and promote NLIAH/Reemploy Wellbeing Through Work Project.	March 2011	HSCWB Jobcentre Plus	No		Types of marketing and publicity.
Utilise Big Bite event to maximise awareness of available initiatives.	July 2010	HSCWB Jobcentre Plus	No	Mental Health & Emotional Well-being theme	Standholders – JCP, Want2Work, JobMatch, etc
Develop links with WAG Health Improvement Division, to maximise available initiatives, such as GP Website, Work Boost Wales, Wellbeing	March 2011	HSCWB Jobcentre Plus			Types of marketing and publicity.

Actions	Timescales	Lead Partner	Funding Implications	Links to other Themes/Strategies/Partnerships	Performance Indicators
Through Work					
Develop and implement communications activities, including visits to larger companies, to promote Corporate health Standard and other initiatives, such as Wellbeing Through Work.	Ongoing throughout 2009/2010	HSCWB /Job centre Plus		Mental Health & Emotional Wellbeing theme Wellbeing Through Work Team	No. of companies visited/working towards/achieving the Corporate Health Standard Award
Jobcentre Plus to work towards Corporate Health Standard (CHS) with LHB/NPHS support. Encourage all organisations in the Partnership to work towards the CHS.	September 2011	Jobcentre Plus HSCWB	No	Mental Health and Emotional Well-Being theme	No. of companies visited/working towards/achieving the CHS
Maximise links with local businesses, such as GE Aviation to learn from their experiences in gaining the Health Ahead award.					Evaluate the success of the Project at GE.

Actions	Timescales	Lead Partner	Funding Implications	Links to other Themes/Strategies/Partnerships	Performance Indicators
Liaise with Journeys to provide support services across RCT for Depression Busting	March 2011	HSCWB Jobcentre Plus		Mental Health & Emotional Well-being theme	Monitor number of Depression Busting courses in RCT.
To develop appropriate communication methods to increase a workforce's knowledge about alcohol and its impact that it has on individual health.	March 2011	Community Safety Partnerships	Yes – Making the Connections Fund	<ul style="list-style-type: none"> • Community Safety Partnership Substance Misuse Action Plans • Working Together to Reduce Harm – the Substance Misuse Strategy for Wales 2008-2018 (WAG) • Local Service Boards 	<ul style="list-style-type: none"> • Type of communication methods implemented • Number of staff targeted • Evaluation of methods used