

Good work for everyone

The relationship between work and health

- ‘Good work for everyone’ = one of 6 supporting priorities of HWB strategy
- Two-way relationship between work and health
- Some key issues in Herefordshire –
 - Average wages lower than for region and country
 - Ageing population – higher dependency ratio
 - Increased economic inactivity due to ill health



Good work for everyone

The relationship between work and health

- National and sub-regional context **Alex Heath**
 - ‘Get Britain Working’ White Paper and ‘Get Marches Working Plan’
- Herefordshire and Worcestershire ICS Health and Work Strategy, 2025-2030
David Mehaffey (on behalf of Judy Gibbs)
- Examples of local programmes **Gillian Pearson**
 - WorkWell and Workplace Health Checks

Get Britain Working Plan

A key part of this government's mission to kick-start growth is the commitment to building an inclusive and thriving labour market. It is also central to delivering the government's missions to break down barriers to opportunity, and to improve the health of the nation and a long-term ambition to achieve an 80% employment rate. This approach is based on three pillars:

- a modern Industrial Strategy and Local Growth Plans to create more good jobs in every part of the country
- improving the quality and security of work through the Plan to Make Work Pay
- Bring together employment, skills and health to get more people into work and to get on in work. This third pillar is the focus for the White Paper: to Get Britain Working, Includes the announcement of a Youth Guarantee; a new jobs and careers service; and local Get Britain Working plans [Get Britain Working White Paper - GOV.UK](#)

Aims to:

- Reduce unemployment (currently 1.5 million), inactivity (over 9 million), and long term sickness (2.8 million).
- Improve access to healthcare, education, and skills training.
- Foster economic growth through a healthier, more inclusive workforce.
- Local areas have been allocated £100k to cover the costs of developing a local Get Britain Working Plan plus further £25k per additional unitary local authority in non devolved areas. £150k Marches area. [Guidance for Developing local Get Britain Working plans \(England\) - GOV.UK](#)

Get Marches Working Plan

- Areas without a devolution agreement were asked to work across the agreed Connect to Work delivery area. For Herefordshire this is the Marches economic area which includes Shropshire and Telford and Wrekin. Shropshire is the accountable body for the area.

Local plans need to include:

- analysis of key local labour market challenges for different groups of people across the economy, ensuring collective agreement on these key local issues
 - an overview of the current landscape of support (for individuals and employers) and the differing responsibilities and contributions different stakeholders have
 - a clear plan of action for how partners will work together to develop support and services that address local priorities and improve local outcome indicators. The plan covers actions for next 12-24 months.
- Genecon consultancy commissioned, to develop GMWP, stakeholder consultations held, surveys, review of key local strategies and plans including joint local Health and Wellbeing strategy and Health and Work plan
 - A draft plan was submitted to Department for Work and Pension (DWP) 27th June 2025 - all areas are expected to have initial plans completed and published by end of September 2025.
 - The Marches Joint Committee has strategic oversight of the plan. A new Operational Board has been set up.
 - There is no expected funding attached to the delivery and monitoring of the plan

Get Marches Working Plan

Objectives:

1. Reduce Economic Inactivity and Support Those Furthest from the Labour Market
2. Enable Inclusive and Tailored Employment Support
3. Strengthen Skills Provision and Align it with Employer Demand
4. Bridge Education and Employment through Targeted Youth Support
5. Invest in Local Infrastructure and Place-Based Support
6. Promote Employer Engagement and Inclusive Recruitment
7. Integrate Health, Skills, and Employment Systems

Get Marches Working Plan

Key Statistics

- The employment rate in Herefordshire is 80% (annual population survey January to December 2024)
- 57.7% of Herefordshire's population is of working age (16-64 years). higher dependency ratio between working and non-working age residents.
- 41.3% (64,969) of the population in Herefordshire were "economically inactive" (Census 2021) relatively high rates of retired people who are inactive

Summary of the priority groups for the Marches area

- Young people who are Disadvantaged (those Not in Education, Employment and or Training, Care Leavers, SEND).
- Adults with Disabilities including learning disabilities
 - People with a health condition (Musculoskeletal (MSK) & Physical Disability Mental Health Conditions, Chronic Illness)
- People with Caring responsibilities



Finalising the Health and Work Strategy

Judy Gibbs – Workwell Programme Director , NHS ICB / Head of Service Skills and Employment – WCC , jgibbs@worcestershire.gov.uk

The Vision

“A dynamic workforce that drives a vibrant local economy, where everyone has access to meaningful employment, where health and wellbeing are prioritised, and residents with health conditions and disabilities are supported to thrive in employment”

Work with employers to create
inclusive, healthy and
productive work environments
for all

Create support and pathways
for individuals to move into
employment

Four Strategic Ambitions

Provide early health and
employment support
intervention to prevent
individuals leaving work

Encourage and foster
collaboration between local
stakeholders to help residents
get into and stay in work

Strategic Outcomes – Seeking to change

Measure	Herefordshire	Worcestershire	What is good
Numbers of Disability Confident Employers across two counties - DWP	37	262	↑
Levels of sickness absence decline across two counties – OHID	2.1%	2.3%	↓
Employment Rates – DWP	80.3%	80.3%	↑
Disability Employment Rates	73%	65%	↑
Inactivity Rates due to Sickness	8500	22200	↓

Talk Wellbeing – WorkWell

Herefordshire & Worcestershire



Start: People not working because of a disability or health condition that could be overcome with some reasonable adjustments.



Stay: People in employment but struggling to hold down their job because of their disability or health condition.



Succeed: The programme aims to help people through coaching and other support mechanisms to overcome these barriers and succeed in the workplace.

- Patient has now **lost 7 stone aided by his WorkWell referral to Halo**. Training 3 times a week he has upped his activity to include classes. He has secured a job and started this week. We worked together coaching, **improving his CV and looking at application forms and interview techniques**. In our last session when asked about his mental health, his response was "What mental health!" When asked for his feedback on the service he said "I have found WorkWell really beneficial. Carrie has been friendly, caring and non-judgemental. I have never felt a burden and Carrie has never once not felt like genuine help. Anyone that gets to work with her will be lucky to have her."
- On referral **signed off not fit to work** due to a challenging work situation which is currently in the hands of a Solicitor. Through coaching considered options for a future career aligned with their preferences and skills. Coach signposted to Herefordshire Growth Hub, attended group and 1:2:1 sessions. **Resigned from permanent job and has gone self-employed**.
- Patient in work and **signed off not fit to work** due to multiple life stressors has moved into a new job. Through coaching they shared what their career aspiration is. Created a new CV, job searching, offered an interview, walk and talk interview preparation with the Coach. Increased confidence and self-belief they are **now flourishing in their new job**.
- Patient has been **offered a role after a successful interview**. We worked together beforehand discussing possible interview questions and responses, to aid her confidence.



- Patient has **opened conversations and is engaging well with her employer** to aid reasonable adjustments and air her troubles rather than going off sick. This is good for both employer and patient.
- Patient has **secured an apprenticeship in plumbing** and has started work
- Patients have been **referred and accepted for counselling sessions**

Talk Wellbeing - Workplace Health Checks

- Our workplace cardiovascular disease health checks help identify early signs of heart disease, stroke risk and diabetes. By providing employees with vital health information, we empower them to take proactive steps towards a healthier future.
- Providing CVD Health Checks in workplaces to employees aged between 18 – 74 years across Herefordshire, with a particular focus on employees in rural, agricultural, manufacturing and anchor institutions.
- Recognises that often people can't leave work to attend a health check, so brings the service to the person, removing barriers to accessing health checks
- MECC approach which includes swap to stop and signposting to other services and community organisations
- Links with WorkWell, enabling teams to provide wellbeing services to workplaces. Opportunity to 'bolt on' other prevention services such as Lung Cancer Screening
- Worked with 54 workplaces to date, providing over 1300 health checks
- Workplace Health Checks are picking up 14.9% disease prevalence rates compared to the NHS Health Check offer at 7.9%

"This would be an extremely valuable service regularly in our remote rural community the biggest thing is they listened"

