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Building a Better Business Case-
Demonstrating our Worth in Health
and Wellbeing

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The Fit For Work Team



The Fit For Work Team Not for profit social enterprise.
Company limited by Guarantee

Work across the **health and work** agenda. Aim to improve the health of the working age population and reduce health inequalities

Health Work and Wellbeing Group- National Partnership Vehicle. National Strategic Partner Programme-Expertise on Work Worklessness and Health and Wellbeing

Fit For Work to Health Work and Wellbeing Group



Work now funded through a range of sources-

Local NHS contract partner IAPT - mental health and
employment

Macmillan bid submission - FFW Macmillan

DWP Job Centre Plus - Pain to Prospects

Successful local competitive tender - Workplace health

Department of Health IESD- unemployed people with
health barriers

Successful national tender- Health and Care Voluntary
Sector Strategic Partner Programme

Building a Better Business Case



- Outline our approach as a VCSE to making a business case
- Look at issues to consider at each step of the process
- Share some examples of how we have identified & evidenced need for a service/intervention and mapped this to different commissioners priorities
- Developed service models
- Demonstrated impact/outcomes
- Workshop will consider how you could use some of these tools and techniques and others in your organisation and share ideas on business development at each step building on your experience and learning

DWP Pilots

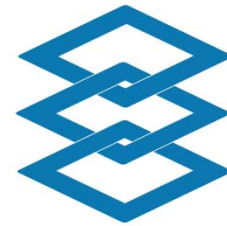
- Aim to test whether early intervention improved return to work-
- Bio-psychosocial
- Case managed-Intensive Support
- GP referral-Leicester-close collaboration eg Fit notes
- Employed or self employed
- Early Intervention at risk of/on long term sickness absence (4-12 weeks)>6/12
- 75/25 absentees/presentees
- Focus on SMEs (1-250)

Scoping needs identifying gaps



- FFW -National pilot to test models for addressing identified need- to address levels of sickness absence and the impact of this.
- Innovation test of concept
- Inform National service-leading in the field
- End of pilot – Key to sustainability identifying local impact and contribution

Bidding for funding...



Health
Work and
Wellbeing
Group

- Step 1: Find out how your proposal/project fits with local or national priorities/needs
- Step 2: What is current provision and what are current issues/challenges/gaps in your service area?
- Step 3: How would your proposal/service address the need?
- Step 4: How would you demonstrate your impact?

Evidencing need



- The link between work and health is well established, as is the relationship between worklessness and health inequalities.(Black and Frost 2011)
- Good work can promote and protect the health of employees and improve productivity and engagement.
- Conversely those who are workless have been identified as having a 20% increase in mortality and two to three times the risk of poor general health, mental health problems or injury compared to those in work.
- The longer someone is workless, the less likely they are to return to work. Only 10% of those off work for longer than 6 months ever return to employment.
- (Waddell and Burton 2006)
- Over 63% of the local population are of working age(Nomis official labour market statistics)

Identifying priorities

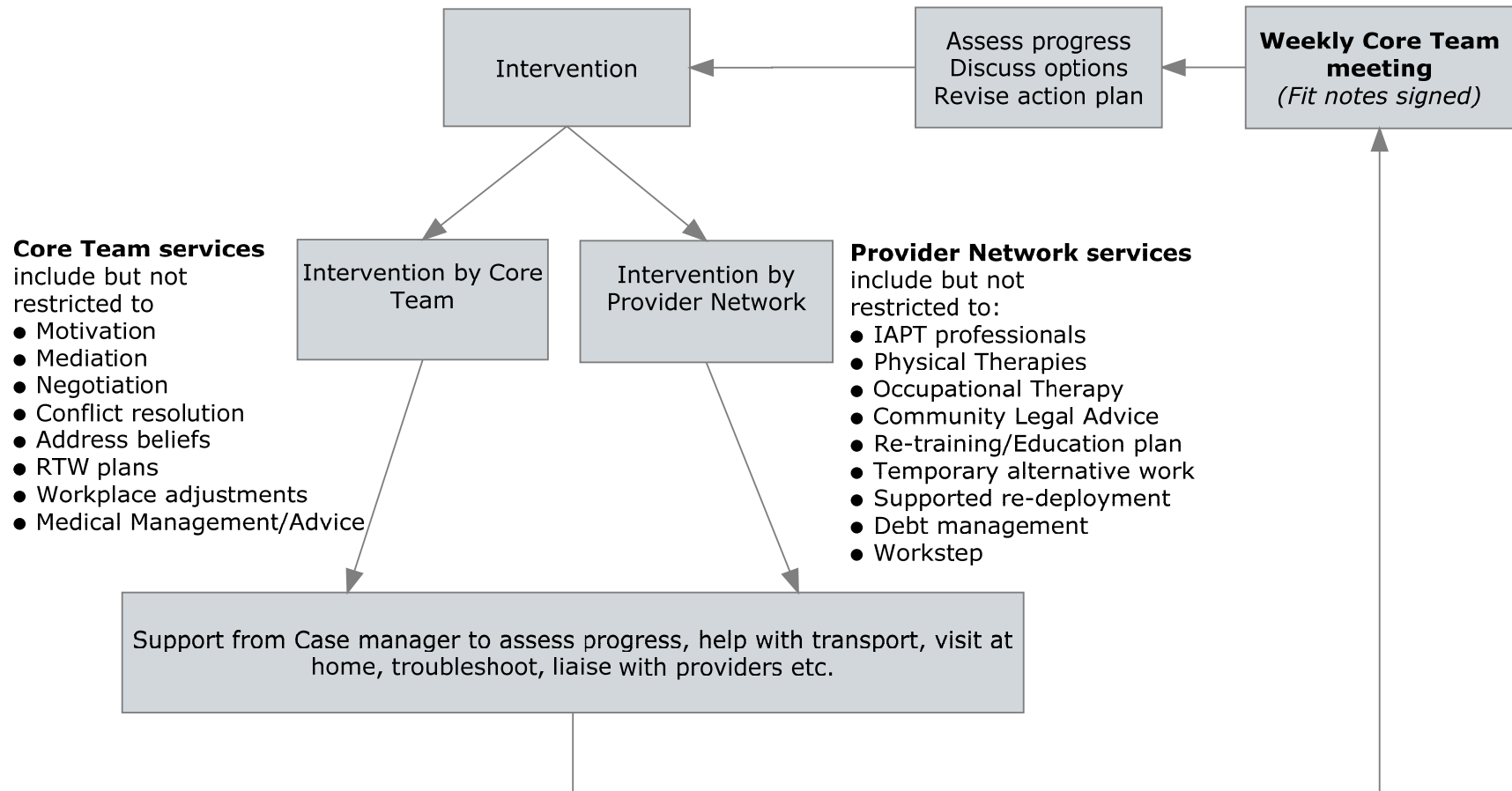


- Joint Strategic needs Assessment (JSNA)
- Health profile (APHO/PHE)
- CCG Strategy
- Local economic strategy (LEP)
- National outcomes eg PHOF , NHSEngland 5yr fwd view and DWP
- Local Health and Wellbeing Strategies
- Tenders

Leicestershire HWB Strategy 2013-16

LHWBS priority	FFW contribution
Tackling the wider determinants of Health	<ul style="list-style-type: none">• Marmot – ‘Enabling people to stay in or return to work reduces the flow onto benefits and addresses the intergenerational cycle of health inequalities’ links to “Supporting Leicestershire Families”• FFW’s action supports local economic development
Improving mental health and wellbeing	<ul style="list-style-type: none">• 60-65% referrals - mental health• Employment support to City IAPT• NICE shared learning Award• Mental health key priority in Sickness Absence Review• Positive mental health targeted in workplace health
Managing the shift to early intervention and prevention	<ul style="list-style-type: none">• FFW is early intervention to enable people at risk of or on long term sick leave to remain in or return to work• Workplace health targets SMEs

Service model



Demonstrating impact



- Numbers seen-demography
- Referrals-Impact on other services
- Interventions-Integrating care
- Client feedback-Case studies
- Outcomes-health and work ,EQ5D ,Star model
- Cost benefit estimates-

PSSRU Unit costs of Health and Social Care 2014)

(Personal Social Services Research Unit)

Demonstrating Impact- Outcomes



- 1643 clients referred
- 94% GP practices had referred
- 67-79% remain in/return to the workforce
- >50% 'others' work ready
- 72-83% -Identify 'human intervention' as most important
- 50%+ support, negotiation ,mediation
- 73% Recorded improved health status

Financial savings /cost benefit



- The service has to date issued 2,288 fit notes (on average 4 per client) preventing the associated appointments and workload for GPs. It is estimated that this is equivalent to savings of £70,928 (based on 10 minutes total GP time per fit note - Unit costs of health and social care (Personal Social Services Research Unit Univ. of Kent 2011)
- As 60% of client referrals relate to mental health, a similar saving to that of IAPT could be expected, i.e. 3.2 fewer GP consultations, 1.5 fewer inpatient bed nights, 0.7 less outpatient procedures
- DWP estimated individual healthcare cost savings of around £1,200 and benefits savings of £8,500 per annum per person who returns to work.
- Using Long Term Sickness Absence and Incapacity for Work Costing Report, NICE Guidance 2009 Estimates that Leicestershire has 4,953 long term sickness absence per year, with sick day costs of £9,693,732, taking away the cost of FFWS support provides a net saving of £6,549,005

Challenges to address....



1. Demonstrate your understanding of the population you serve or wish to target
2. Demonstrate your understanding the commissioners/funders strategic priorities and desired outcomes
3. Identify the need for your service - and link it to commissioner /funder priorities.
4. How will you demonstrate the Impact, outcomes and effectiveness of your service ?
5. Highlight your track record expertise delivering to the needs of this particular client group/area (for example feedback/insight evidenced from service users and /or commissioners)
6. Demonstrate you have designed your service model on an evidence base
7. Illustrate how your service measure up to the competition/stand out from the crowd - USPs
8. Demonstrate a robust costing methodology/ROI/cost benefit analysis

Workshop



- Outline our approach to making a successful business case for a range of funders
- Look at how you can tackle the issues you need to consider at each step of the process
- Share some examples of how we have identified & evidenced need for a service/intervention
- Demonstrated impact/outcomes
- Provide an opportunity to consider how you could use some of the various tools and techniques
- Share ideas on business development at each step building on your experience