Work Matters

Vocational Rehabilitation Bulletin

Dear Colleagues,

Welcome to the first edition of the Work Matters Vocational Rehabilitation bulletin for AHPs across the North of Scotland.

The intention of this newsletter is to promote work as an important part of rehabilitation; and to provide and share resources to support the delivery of this.

Any feedback or suggestions for future newsletters, or any contributions please get in touch with me gram.vocationalrehab@nhs.scot.

I look forward to working with you,

Katy

Vocational Rehabilitation Service

NHS Grampian has invested time and funds into establishing the need for a Vocational Rehabilitation (VR) Service and successfully bidding for this as part of the major trauma network. First and foremost, the service has been put in place to support AHPs in helping patients remain / return to work after injury, or whilst living with a health condition.

The primary focus of my caseload input is for major trauma patients, to reflect post funding. More widely, the service is intended to support AHPs across NHS Grampian, NHS Orkney and NHS Shetland, to facilitate the delivery of VR through resources, training, advice and mentoring.

If you are looking for training, advice or mentoring on VR / work matters, please get in touch. This could be general training needs, or specifically to support you in supporting a particular patient.

Contact Details

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Vocational Rehabilitation Specialist

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About me:

An OT by background, I've worked in case management and vocational rehabilitation in the personal injury field since 2008.

I've supported many patients back to work after major trauma including MSK, brain injury and amputation.

In addition, I have a passion for effective training, and set up a training academy through which I developed and delivered CPD packages to clinicians, insurers, solicitors and employers.

National Perspective

A key ambition of the National Active and Independent Living Programme (AILP) was to support people of all ages and abilities to remain in, or return to, employment. A national VR group supported the implementation of this.

With key VR leads form across Scotland the group addressed three main areas;

1) VR pathways

2) Education requirements for VR

3) Better use of the 'Health & Work' report (formerly known as 'The AHP Advisory Fitness for Work Report')

NHS Grampian has published a VR pathway and other resources (see Grampian Guidance); and support tools and training materials remain available on the AHP Health and Work Report (see Hi-Net Grampian).

Resources are being updated and will continue to be developed, facilitated by Katy.

Thérèse Lebedis, Consultant AHP/OT in stroke & NHS Grampian VR lead

Survey

Please take a couple of minutes to complete a very short survey, to help establish a baseline on current AHP vocational rehab confidence and competence ☺

The survey can be found HERE

AHP Health & Work Report

As highlighted by Thérèse, use of the AHP Health and Work Report was a key objective of the AILP VR group.

The Report provides a consistent and nationally recognised tool for AHPs to advise patients on their fitness for work. The report can provide a helpful starting point for patients to open up dialogue with their employer and can inform GPs who may not have in-depth knowledge of the individual's work role. The following links provide more information, and guidance on completion:

http://www.ahpf.org.uk/AHP_Health_and_Work_Report.htm

https://www.nottingham.ac.uk/helmopen/rlos/professional-development/AHP-health-and-work-report/index.html

https://www.hi-netgrampian.org/people-networks/public-health-directorate/healthworks/

Toolkit Spotlight

There are many national and local employability and work-related services and resources 'out there'; as part of the toolkit and network that can help us to help individuals get back to work after injury, or whilst living with a health condition.

Knowledge Hub – Work Matters Online Community

A lot of these services are projects and initiatives, so by default change frequently. As part of developing a central point for resources, a new online community has been developed. This is on the **Knowledge Hub** website: khub.net. All users need to be registered with the Knowledge Hub site. Search for **Work Matters – Vocational Rehabilitation Resources** and request to join the group.

Turas

Turas is a goldmine of resources. NHS Scotland, as an employer, is a partner member of the **Business Disability Forum**. The BDF produce some excellent resources for employers / line managers, including guidelines on reasonable adjustments for an array of conditions including stroke, MS and ADHD; and briefing notes to educate employers on areas such as anxiety and depression; and MSK conditions. These can be found on Turas Learn using the search bar.

Also searchable on Turn Learn, NES has produced a PDF titled **Work matters: supporting people with work related goals**. It's designed to support AHPs have good conversations about work and health and to promote the message this is a core part of AHP practice.

Brand New E-Learning

And finally, a new resource has been launched this month on Turas, currently available to NHS Grampian staff. This is an e-learning module called: **Introduction to Return to Work after Illness or Injury**. This course is designed for Allied Health Professionals (AHPs) who work with persons of working-age, in any area of practice. It has been developed to provide universal learning on:

- The relationship between work and health
- How to engage in positive conversations about work
- Awareness of where to signpost patients onto for further support
- Identifying potential barriers to returning to work

The VR service has a plan to develop further targeted e-learning modules on topics including employer engagement, reasonable adjustments and graded return to work planning. If you have any feedback on learning needs relating to vocational rehabilitation and e-learning module development, please get in touch.