

Workplace health: Long-term sickness absence and capability for work Committee meeting

Date: 07/02/2019

Location: Manchester

Minutes: Final

Committee members present:		
Kaveh Asanati (Topic expert)		(Present for notes 1 – 12)
Rob Allan (Topic Expert)		(Present for notes 1 – 12)
Ralph Bagge		(Present for notes 1 – 12)
Obaghe Edeghere		(Present for notes 1 – 12)
Colin Ellis (Topic Expert)		(Present for notes 1 – 12)
Paul Lincoln		(Present for notes 1 – 12)
Nayab Nasir		(Present for notes 1 – 12)
Rashmi Shukla		(Present for notes 1 – 12)
Louise Thomson (Topic Expert)		(Present for notes 1 – 12)
Gwenllian Wynne-Jones (Topic Expert)		(Present for notes 1 – 12)
Lorna Young (Topic Expert)		(Present for notes 1 – 12)

In attendance:		
Danielle Conroy	Project Manager	(Present for notes 1 – 12)
Lise Elliott	Programme Manager	(Present for notes 1 – 12)
Claire Hodgkins	Expert Witness	(Present for notes 1 – 6)
Justine Karpusheff	Guideline Commissioning Manager	(Present for notes 4 – 12)
Annette Mead	Senior Medical Editor	(Present for notes 5 - 12)
Nicki Mead	Technical Analyst	(Present for notes 1 – 12)
Lesley Owen	Health Economic Adviser	(Present for notes 1 – 7 and 9 -12)
Karen Peploe	Senior Technical Analyst	(Present for notes 1 – 12)
Joanna Perkins	Digital Editor	(Present for note 8 only)
Robby Richey	Technical Adviser	(Present for notes 1 – 12)
Michael Whitmore	Expert Witness	(Present for notes 5 – 6)
Giles Wright	Expert Witness	(Present for notes 1 – 6)

PHAC 5 minutes

Apologies:	
Mark Gabbay	Co-opted member
Judith Hooper	Core member
Angela Matthews	Expert Witness
Jennifer Roberts	Core member
Amanda Sowden	Core member
Sarah Willett	Assistant Director
Ann Williams	Core member
Neil Wood	PHETA

1. Welcome, apologies, introductions and objectives for the meeting

The Chair welcomed the Committee members and attendees to the fifth meeting on Workplace health: long-term sickness absence and capability for work guideline update.

The Chair informed the Committee that apologies had been received. These are noted above.

The Chair outlined the objectives of the meeting which were to hear expert testimony to address identified gaps in the evidence base, hear and discuss additional evidence picked up by the re-runs of the literature searches and start to review all of the recommendations made to date.

2. Confirmation of matter under discussion, and declarations of interest

The Chair confirmed that, for the purpose of managing conflicts of interest, the matter under discussion was workplace health: long-term sickness absence and capability for work.

The Chair asked everyone to verbally declare any new interests since the last meeting.

No new interests were declared.

3. Minutes from the last meeting

Apart from a couple of minor corrections the minutes were signed off as accurate account of meeting 4.

4. Expert testimony 1

The Chair introduced Giles Wright, Head of Service - Health and Wellbeing who provided expert testimony to cover the gap in evidence on what are the key barriers

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and facilitators in achieving and maintaining a low sickness absence.

Giles gave a short presentation on the role of the Occupational Health and Wellbeing department in supporting the management of sickness absence and return to work at Cambridge University Hospitals NHS Trust. This included short- and long-term sickness absence profiles and trends and the tools and interventions used by the Trust to reduce absenteeism.

The Committee had the opportunity to ask any questions and discuss the evidence presented to them.

The Chair thanked Giles for his contribution to the meeting.

5. Expert testimony 2

The Chair introduced Claire Hodgkins, Head of Operations at REMPLOY who provided expert testimony to help address the gap in evidence on interventions to support return to work and reduce reoccurrence in people with a mental health condition.

Claire gave a short presentation on the support available for employees with a mental health condition to return and stay in work. This included an overview of the Mental Health Support Service and what support and interventions it can provide.

The Committee had the opportunity to ask any questions and discuss the evidence presented to them.

The Chair thanked Claire for her contribution to the meeting.

6. Expert testimony 3

The Chair introduced Michael Whitmore, Research Leaders at RAND Europe who provided expert testimony to help address the uncertainties around measures to help reduce rates of frequent short-term sickness and absenteeism.

Michael gave a short presentation on reducing sickness absence in the workplace. This included key factors associated with frequent short-term sickness, common and innovative measures taken by employers to reduce rates of absenteeism and barriers and facilitators of employee engagement.

The Committee had the opportunity to ask any questions and discuss the evidence presented to them.

The Chair thanked Michael for his contribution to the meeting.

7. Expert testimony 4

Angela Matthews, Head of Policy and Advice was invited to the meeting to provide

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expert testimony to cover the gap in evidence on in-house support to manage recurrent or long-term sickness absence in people with a disability.

Unfortunately Angela was unable to attend at short notice but kindly agreed for the NICE team to share her presentation on how the Business Disability Forum supports absence and return to work management including the use of workplace adjustment passports.

The Committee had the opportunity to discuss the evidence presented to them.

8. NICE Pathways

Joanna Perkins, Digital Editor gave a short presentation on NICE Pathways.

Several members of the Committee volunteered to assist in developing the NICE Pathway for this guideline.

The Chair thanked Joanna for her contribution to the meeting.

9. Present evidence from reruns – RQ1 & RQ3

Nicki Mead, Technical Analyst presented two additional studies identified from the rerun of the evidence searches for committee consideration and discussion.

10. Discussion and recommendation drafting

Nicki Mead and Robby Richey, Technical Adviser led the group discussion on the evidence presented and the committee started to draft suitable recommendations. These will be finalised at the next meeting.

11. Review RQ1, RQ2 and RQ3 recommendations and draft guideline

Nicki Mead presented the draft guideline and all recommendations drafted to date for the committee to consider whether any changes were needed in light of the evidence heard today. These will be finalised at the next meeting.

12. Summary of the day and plan for day 2

The Chair summarised what had been covered throughout the day and outlined the plan for tomorrow which will be the final in-development meeting.

Date of next meeting: 08/02/2019

Location of next meeting: Manchester, NICE offices