

Appendix 2: Draft Action Plan

Work and Health Strategy Reference	Action number	Confidence Building and sharing practice for employers
		Section 1: Short- and Medium-Term Actions
A1.1, A2.1, C2.1	Action 1	Develop an easily accessible, online information space where employers can access resources for: -Supporting and managing employees with long term health conditions and disabilities -Collaboration between organisations and businesses to share best practice, knowledge and resources -Collation and sharing of examples and case studies where flexible working and reasonable adjustments have been used to facilitate people with long term conditions and disabilities to start, stay and succeed in work.
		Recruitment
C3.1, A1.4, C3.4, D1.4	Action 2	Task and finish group to be set up to work with anchor institutions across Kent and Medway on the following areas. Outcomes and learning to be disseminated across Kent and Medway organisations and businesses. -Ensure job descriptions are an accurate representation of roles so that applicants are clear in expectations. - Develop and share creative and inclusive practices for recruitment and onboarding processes. -Improving job design, leadership and workload management to achieve a positive impact on wellbeing and work life balance.
		Engagement and retention

A2.2, A2.3, A2.4, C3.1, C3.2, C3.3, C3.5, C3.6	Action 3	Use the social value element of procurement as a lever to encourage innovative approaches to supporting people with long term health conditions and disabilities to be supported in meaningful work.
	Action 4	Support and promote a range of programmes that facilitate access to work placements and employment for individuals with long term health conditions.
	Action 5	Anchor institutions to come together in leading the way in providing safe environments for people with long term health conditions and disabilities to gain experience in employment to build their confidence. The learning will be shared with other organisations and businesses to promote an inclusive culture across Kent and Medway.
		Training and development for employees
B1.1, B1.2, B1.3, B3.1, B3.3	Action 7	Promote the value of training and development by signposting and undertaking campaigns to raise profile of the value of training and development for both employers and employees, adapting messages accordingly. To include, for example, showcasing success stories, inspirational videos to share online and development of a talent website.
		Career advice
B2.2, B2.2, B2.3	Action 8	To ensure independent career advice and guidance is available to people with long term health conditions and disabilities to make meaningful career choices
	Action 9	To create greater links between employers and education alongside careers advice and guidance.
		Mapping provision across work health and skills
B3.2, C1.1,	Action 10	Review provision of training and development services across Kent and Medway with regard to geographical locations and types of training, identifying gaps in provision and duplication
	Action 11	To identify the range and location of multidisciplinary support available to support people with long term health conditions and disabilities that can be self-referred or via a health professional or employer. In the first instance to focus on mental health and musculo-skeletal disorders.
		Healthy workplaces

D1.1, D1.2, D1.3, D1.5, D1.6	Action 12	To increase the uptake of Healthy Workplace programmes by organisations and businesses.
	Action 13	To connect with Wellbeing Leads in organisations and businesses where these are in post, and to promote a healthy workplace campaign setting out the offers for healthy weight programmes, stop smoking services, workplace health checks and Connect 5 training and good practice regarding physical activity during the working day.
		Wider determinants of health
D2.1, D2.2, D2.3	Action 14	To use the 'Joy' platform for signposting and referral (including self-referral) to partner services including cost of living, benefits, and fuel poverty.
	Action 15	To actively seek out consultations across Kent and Medway for influence by the Strategic Partnership for Health and the Economy, for example transport and travel plans.
		Life course
D3.1, D3.2	Action 16	Promote a menopause champion in each organisation or business, making available a set of support resources.
	Action 17	Supporting ageing/work life balance – actions TBC
		Section 2: Longer Term / Developmental Actions
		Employer support
A1.2, A1.3	Action 18	To undertake an insight gathering process specifically with small and medium enterprises to understand how these organisations can be supported more effectively with occupational health advice.
	Action 19	To promote and encourage organisations and businesses to undertaken training and become Disability Confident.
		Primary care
C2.2, C1.2	Action 20	To engage with primary care leads to explore how they can engage best in the aims of the Kent and Medway Integrated Work and Health Strategy, considering for example how they can be supported as employers, but also how the fit note process can be used most appropriately, how a multidisciplinary approach can be embedded and co-location of services such as DWP

		Population and community specific actions
C1.4, C1.3	Action 21	Undertake a rapid literature review to understand more about the relationship with work for those with long term health conditions and disabilities
	Action 22	Undertake analysis to determine target populations and working with partners and stakeholders take an evidenced based approach to how these groups can be best supported.
		Data collection
	Action 23	To explore fit note data and how this can be used to best effect identify type of need, geography of need and how individuals may be supported.
	Action 24	To explore how National Insurance and NHS data can be linked to achieve more granular information about target populations and their need and geography.
	Action 25	To enhance overall data collection by exploring ways to collect an increased level of intelligence. For example, for the private sector which could be via a baseline and annual survey.