

Appendix 5: Draft Priority Themes

1. Building employer and employee confidence

- Building employer confidence in the ways they support employees with LTHC and disabilities and access to relevant support for both employers and employees.
- Building employee confidence in their capability and competence to engage in meaningful work that is appropriate to their circumstances and to be able to seek support when needed.
- Building strong working relationships between employers and employees and a culture of a collaborative approach to achieving business and employee needs.

2. Development, training and skills

- Creating the environment in which people are supported and willing to undertake development training and skills to facilitate their engagement with meaningful work.
- Providing opportunities, for people to receive appropriate careers guidance and take part in development, training and skills support to seek new roles which align with their circumstances and values.
- Providing employers with access to knowledge about development, training and skills opportunities across the system which can enhance their own offer to facilitate each employee reaching their potential.

3. Person centred approach

- Promoting a multidisciplinary approach to addressing the work and health needs of each individual with a long term condition or disability, supporting them to start, stay and succeed in work.
- Promote flexible working options and reasonable adjustments which take account of the needs of the individual alongside business requirements.
- Promoting a holistic approach to each individual which takes account of the wider determinants of health

4. Healthy, thriving workforce

- Engender a culture in which employer and employee take a proactive approach to promoting good physical and mental wellbeing at work.
- Collaboration within and beyond organisations to mitigate the impact of the wider determinants of health, e.g. healthy food, fuel poverty, housing.
- Take a life stage approach which considers the impact of different life phases on the individual at work, e.g. menopause, ageing workforce.