

NHS GG&C Acute Services and Macmillan Cancer Vocational Rehabilitation Service

1. Introduction

- 1.1 This paper provides a summary of the vocational rehabilitation service development being taken forward by NHS GG&C Acute Services in partnership with Macmillan Cancer Support for patients of working age affected by cancer and/or other long term conditions.

2. Background

- 2.1 In response to the Scottish Government's Framework for Adult Rehabilitation 'Co-ordinated, Integrated and Fit for Purpose' and other policy drivers, NHS GG&C acute services has established a Vocational Rehabilitation steering group to define how to embed vocational rehabilitation and employability issues with core rehabilitation services.
- 2.2 The group has taken forward a number of key pieces of work including:
- A survey of allied healthcare professionals across key rehabilitation services to establish a baseline of activity in order to measure change and progress and to ascertain staff learning and development needs.
 - A large scale programme of training on employability and financial inclusion issues
 - Development of tools and resources to support staff to integrate employability discussions within their practice and develop partnership arrangements with employability and financial inclusion service providers across the Greater Glasgow and Clyde area
 - Piloting of a specialist vocational rehabilitation service with the Southern General Rheumatology Department using a tiered approach.
 - Testing of a systematic enquiry around work and financial inclusion issues within the Cardiac Rehabilitation service at two hospital sites.
- 2.3 In addition to the above workplan, the steering group has also been working with Macmillan Cancer Support to design and develop a new service for patients affected by cancer and/or other long term conditions that aspire to access/ return to or stay in their current employment.

3. The VR Service Development

- 3.1 Macmillan Cancer Support has thus recently awarded funding to NHS GG&C Acute Services for a 3 year period to implement this service development. The funding will enable acute services to employ 3 full-time case managers who will be responsible for implementing and monitoring the new service. The service will operate using a three-tiered model of providing employability and vocational rehabilitation support to relevant patient groups.
- 3.2 Tiers 1 & 2 will be delivered by mainstream NHS staff in partnership arrangements with a range of local and national service providers including local employability partnerships and the national Working Health Service. Implementing these tiers of support will require the project team to develop and embed a range of tools, resources, processes and training programmes aimed at building the capacity of healthcare professionals to support their patients affected by cancer and/or other long term conditions with return to work issues.
- 3.3 Tier 3 of the service will provide a specialist VR case management service to patients of working age affected by cancer and/or other long term conditions assessed as requiring specialist and/or longer term support to enable them to effectively return to or stay in the workplace. Tier 3 will not provide a service to patients who are unemployed/ economically inactive. This tier will be directly delivered by the case managers and will require them to put in place assessment criteria, referral protocols and coordinate a range of bio-psycho-social interventions including liaising with employers. Work with employers will be taken forward in partnership with the Glasgow Health at Work Team in order to ensure where possible, a lasting legacy of in-work support.

3.4 See Appendix 1 for a diagram of the tiered support model.

4. Evaluation

- 4.1 A key part of the service development will include commissioning a 3 year independent evaluation which will be both formative and summative. It will help to challenge and refine the model throughout the lifetime of the service in order to ensure a sustainable legacy remains at the end of the funding period.
- 4.2 The Scottish Government Employability Team has also awarded NHS GG&C acute services funding to support the evaluation of the service and to ensure that learning can be transferred to other areas of Scotland.

5. Management & Governance

- 5.1 The project team will be supervised by a senior acute services staff member. A steering group will be established early February 2011 and will have overall responsibility for providing strategic direction and guidance to the new service. The steering group will be populated by senior staff members from acute services along with representatives from Glasgow Works/Glasgow City Council, the Scottish Government Health and Employability Lead, and the Glasgow Health at Work Team.
- 5.2 An evaluation subgroup will also be established early February 2011 and will be responsible for commissioning and overseeing the independent evaluation of the service and its outputs.

6. Timescales

- 6.1 The service will commence April 2011 and operate for a 3-year period. The commissioning of the evaluation will commence February 2011 to ensure the evaluation team is in place by April 2011.

Appendix 1: Tiered Model of Employability/ VR Support

