

A National Occupational Health Service for Primary Care in Wales.

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- **Mission Statement: People need to feel safe going to work.**

Why was this project chosen ?

- Personal experience with COVID-19 infection
- Working at the frontline and witnessing
 - the chaos and staff struggling with their own well-being
 - and its impact on their own family members

The steps taken :

- 1) Baseline Data Collection.
- 2) Primary Care Workforce Health and Safety Survey for Wales
- 3) Discussions and interviews with occupational health experts
- 4) Data analysis, design and testing of new Occupational Health service model for Primary Care in Wales
- 5) Semi-structured Interviews done with various Primary Care staff.
- 6) Evaluation of new model

Findings :

Number of Primary Care staff who had Access to Occupational Health Service in 5 Trusts so far*					
		Pre-Pandemic		Post Pandemic	
Swansea Bay University Health Board (SBUHB)		(01/03/2018 - 29/02/2020)	1	(01/03/2020 - 23/07/2021)	5
Aneurin Bevan University Health Board (ABUHB)		(01/03/2018 - 29/02/2020)	29	(01/03/2020 - 31/12/2021)	33
Hywel Dda University Health Board (HDUHB)		(No data was provided)		(From 2021 - 2022)	147
Cardiff and Vale University Health Board (CAVUHB)				(From 2020 - June 2022)	25
Cwm Taf Morgannwg University Health Board (CTMUHB)				(From 2020 - June 2022)	1

Occupational data in Wales

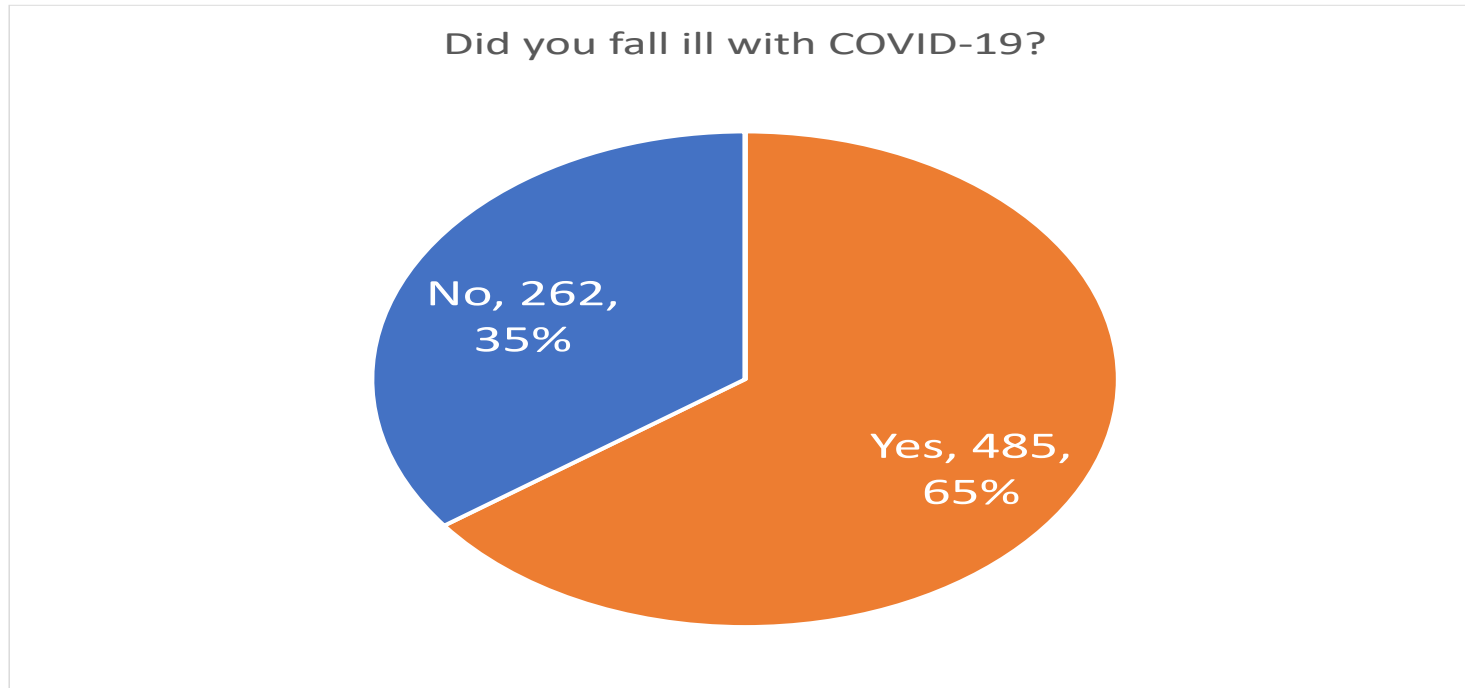
This chart shows that there is very poor usage of the Occupational Health Service by Primary Care staffs in 5 Thrusts in Wales.

Key point here:

- On 5/04/2016, Welsh Government invested £200,000 for GPs working in Wales to be able to access the same occupational health service that was available to directly employed NHS staff in the health boards[8], but data in Figure 1 shows that the uptake of this service has been incredibly poor.
- On 01/11/2020, during the pandemic, the occupational health service in Health Boards was made available for all Primary Care staff in Wales, again the data in Figure 1 shows that uptake of the service has been extremely poor.

Did you fall ill with COVID-19?

Figure 11:

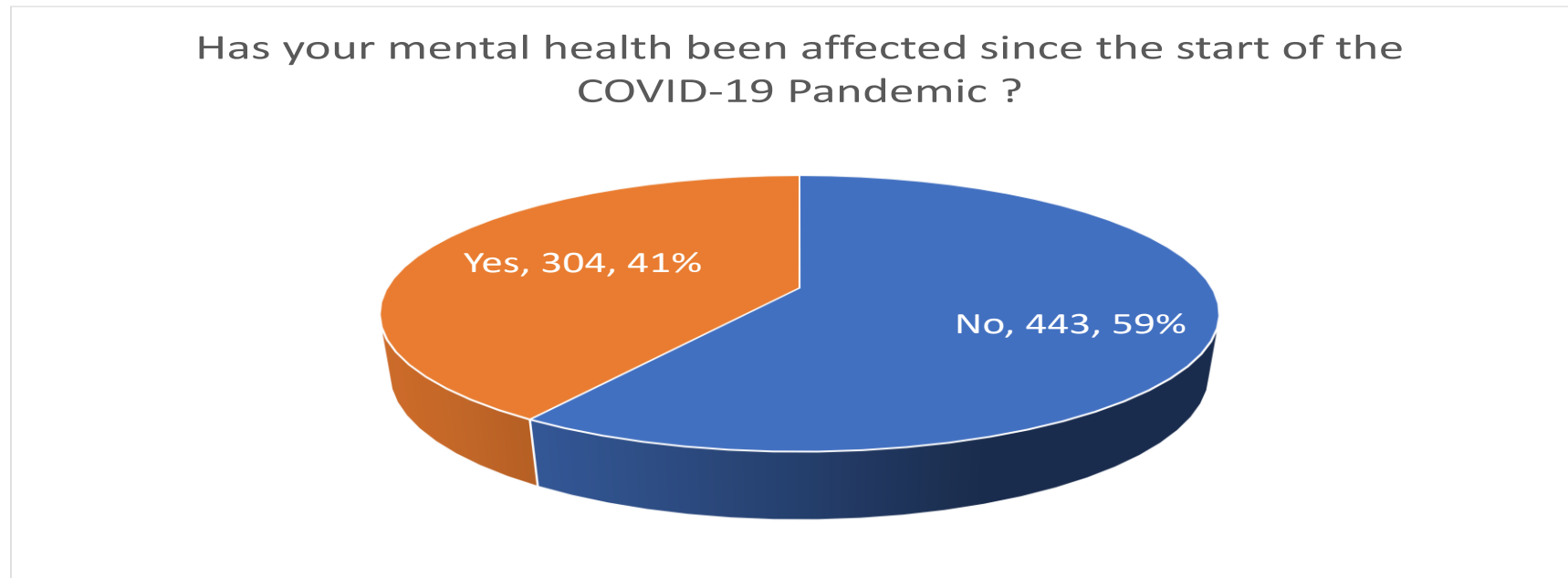


Key point here:

- **The Survey showed that 65% of staff had fallen ill with COVID-19 infection. This is alarming and is clear that our Healthcare workforce in Primary Care need urgent, dedicated and independent National Primary Care Occupational Health Service to look after their health and safety.**

Has your mental health been affected since the start of the COVID-19 Pandemic?

Figure 14:



Key point here:

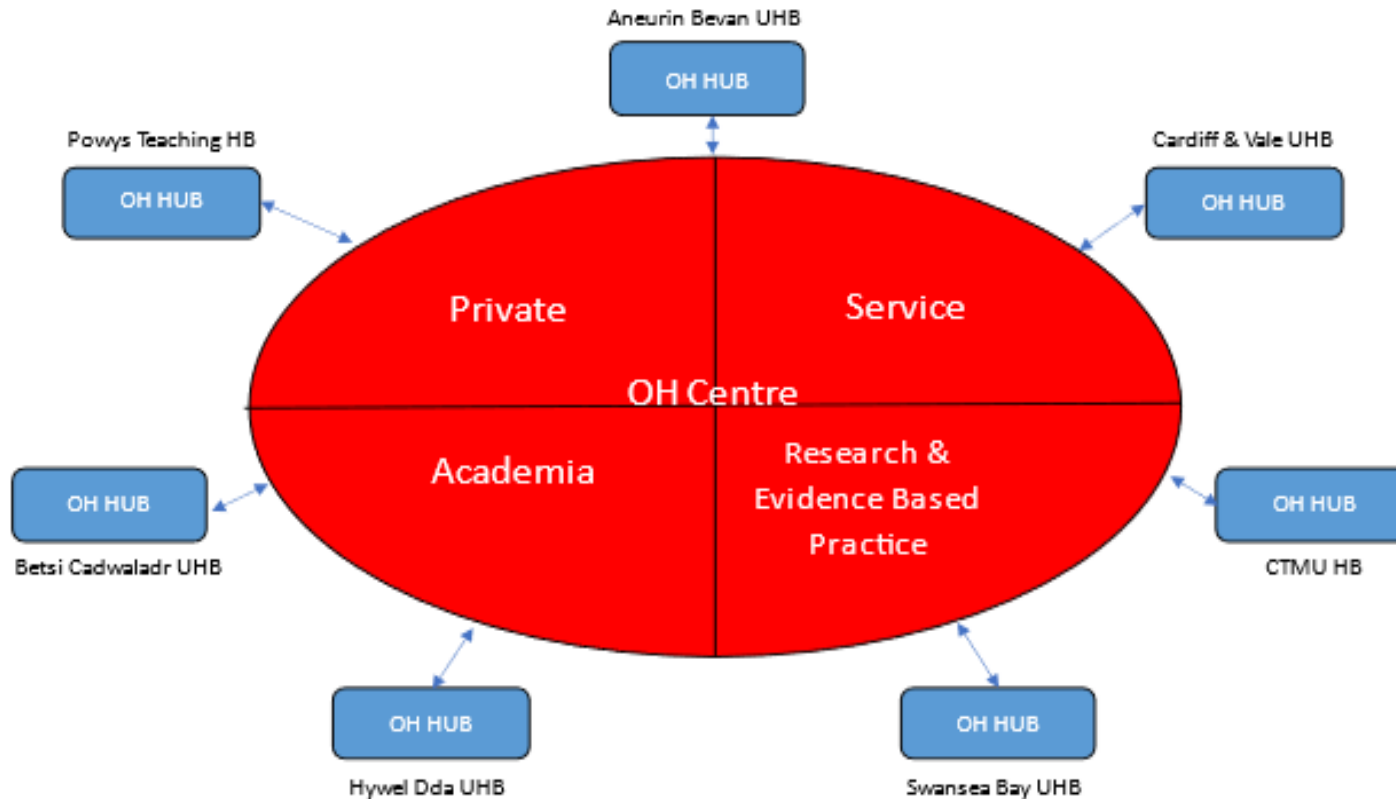
- **41% of staff (304) are struggling with their mental well-being since the start of Covid-19 Pandemic.**

Cost Savings :

- By hiring 1 Occupational Health consultant
 - to look after 1 GP: Savings made per annum is £144,000/-
 - to look after 400 GPs: Savings made per annum is more than **£57.5 million.**
- This shows potential financial savings that is significant, and the social return of investment will be unmeasurable.
- If calculation is made including other Healthcare professionals e.g., Nurses, Dentists, Pharmacists, Optometrists and non-clinical staff, the potential savings will be even more significant.
- So, by employing more Occupational Health Consultants to look after the wellbeing of our workforce, it will help reduce the financial cost of hiring costly locum workforce during sickness absences.

What the potential success model might look like:

- Central OH service overseeing each OH HUB in each Trust
- Service is accessible, independent, impartial, ethical, delivering high quality, efficient and cost effective service



NHS Wales Planning Framework 2020/2023:

- ‘Integrated Medium Term Plans’:
- Wellbeing of Future Generations (Wales) Act : five ways of working i.e. Prevention, Long Term Planning, Integration, Collaboration and Involvement.
- **It is mentioned that central to the ambition of A Healthier Wales is improving health and wellbeing of people including staff.**

A Healthier Wales: Our workforce Strategy for Health and Social

- The Parliamentary Review of Health and Social Care in Wales (2018) [5] commissioned **The Healthier Wales: Our Workforce Strategy for Health and Social Care** to ensure that people are kept healthy and well.
- **The Healthier Wales's document** states that the delivery of health and social care to **the population of Wales is completely dependent on our workforce**, yet not enough investment or priority is given to our workforce health, wellbeing and safety at work in Primary Care.
- Discussions with occupational health experts Stakeholders in Wales, England and Scotland, highlights more needs to be done for workforce wellbeing and safety at work.

My Reflection of delivering a change project:

- Challenges :

- censoring of alternative ideas
- some people were not forthcoming with sharing of data
- resistance to change

Quote:

“We shouldn’t be afraid of making unpopular decision if that is the right decision”

My Reflection of delivering a change project:

- What stood out?
 - I come across many people with good character
 - good support and encouragement from many people
- What I learned from this project?

Quote by Barack Obama:

“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek”

Thank You

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