



# Linking health, work and wellbeing

Emma Drinkwater

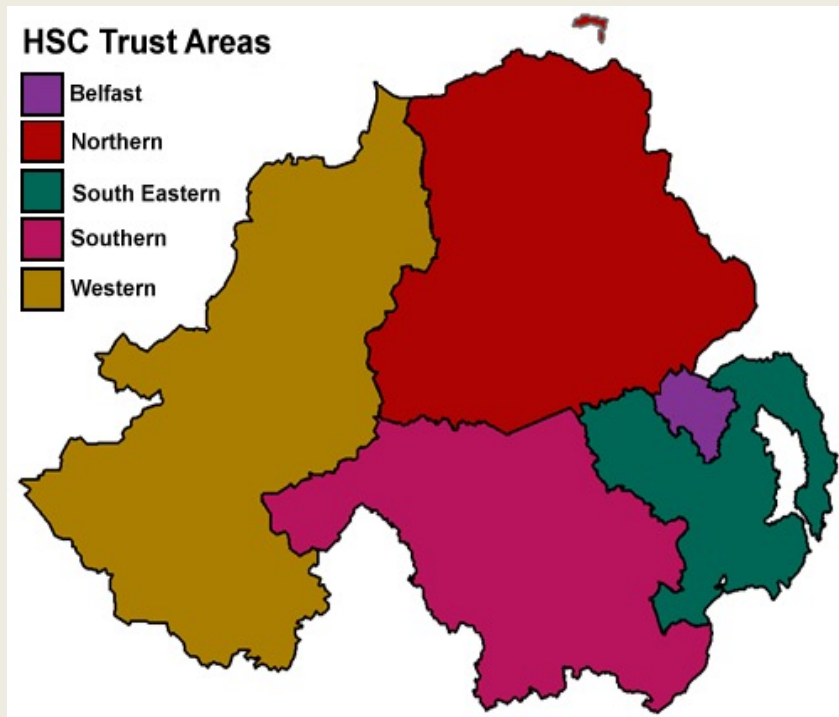
South Eastern Trust Team Lead/Advanced Practitioner OT

[emma.drinkwater@setrust.hscni.net](mailto:emma.drinkwater@setrust.hscni.net)

# Aims for our session:

- Increase awareness and understanding of the Condition Management Programme in Northern Ireland
- Reflections on CMP within the South Eastern Trust during the pandemic
- Share a case study of a recent client who participated within CMP

# Northern Ireland- health and work in context



- **1 in 5 people of working age** in NI have reported a disability or long term illness
- **25.8%** of people aged 16-64 are **economically inactive** (highest of all UK regions)
- Prevalence of mental illness in Northern Ireland is **25% higher** than in England but **27% less funding** spent than in England
- Health problems in Northern Ireland are closely associated with **unemployment, low educational achievement, social deprivation** and intergenerational influences from **“the troubles”** with 39% of the population in Northern Ireland reported experiencing a traumatic event relating to the Troubles

# What is Condition Management Programme?

A regional, work-focused programme delivered by health professionals with funding from the Department for Communities in each of the 5 trusts in NI. It is a short term intervention programme.

## Why was it developed?

Originally for people out of work due to any health condition and in receipt of benefits but now also includes people who are employed but struggling to remain in work due to their health issues.

# Health professionals in the CMP team in South Eastern Trust

Occupational  
Therapists

Physiotherapists

Cognitive  
Behavioural  
Therapist

Mental Health  
Nurses

Social Worker

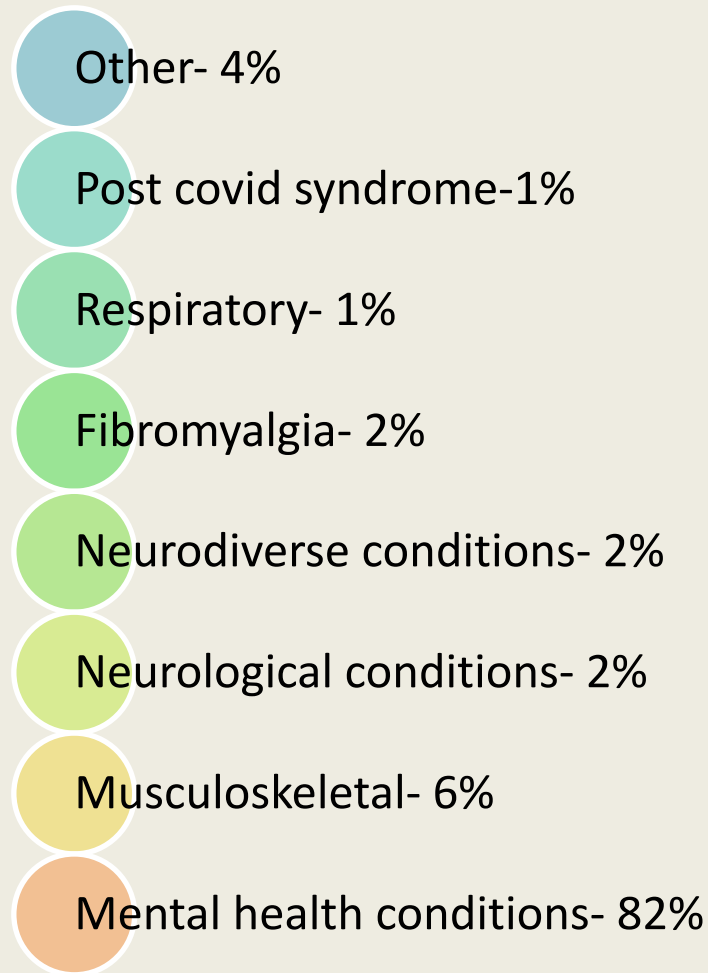
# Aims of the programme

- To support the client to improve their understanding and knowledge regarding their health condition
- To encourage the client to engage in managing their health condition with increased confidence (self-efficacy)
- To support the client to address unhelpful thoughts, feelings and behaviours in relation to their health
- To assist the client in improving prospects of returning to, staying in or entering work and to support engagement in other vocational opportunities as appropriate

# Who refers clients to CMP?

- Work coaches (45%)
- GP practices/wellbeing hubs (11%)
- Allied Healthcare Professionals including mental health assessment centres (22%)
- Other Department for Communities funded schemes e.g. Workable (4%)
- Self-referrals (18%)

# What kinds of health conditions are CMP supporting people to manage?





# Examples of interventions



# Lessons learnt from the pandemic (and still learning!)

Lesson #1- Remote working & virtual consultations

Lesson #2- Challenge of social isolation for our client base (and our staff!)

Lesson #3- Learning new ways of engaging with our stakeholders

# So how are we doing so far in 2021?

<u>Key indicators</u>	
<u>Referral rate</u>	<b>381</b> (Jan-Oct 2021)
<u>Average number of sessions for clients</u>	7
<u>Completion rate</u>	<b>11%</b> of clients referred so far this year have failed to participate or dropped out once accepted onto CMP
<u>Confidence rating</u>	<b>98%</b> of clients either strongly agree or agree that their self- confidence has improved as a result of participating in CMP
<u>Satisfaction rating</u>	<b>98%</b> of clients are either satisfied or very satisfied with the programme
<u>Employment outcomes</u>	Sustain work- <b>20%</b> Returned to work after sickness absence - <b>14%</b> Secured employment/started paid work- <b>14%</b> Started voluntary work- <b>1%</b> Remains on benefits- <b>29%</b> Remains on benefits but now actively seeking work- <b>8%</b> Remains on benefits but in PT work- <b>2%</b> Started an educational course- <b>3%</b> Unable to work due to complexity of health condition- <b>9%</b>

# Case Study- Sophie\*

- 33 year old female clerical officer- **off sick from work for 2 years**
- Reported symptoms for 5 years previous to diagnosis of Functional Neurological Disorder in 2019
- Self-referral to SET Condition Management Programme
- Main goals- **managing fatigue and chronic pain and considering a return to work**



# Occupational Therapy and Physiotherapy Intervention

Health concerns	Approach/Intervention
<u>Physical and mental fatigue</u>	Battery Life/Pacing/Activity Diary and establishing a baseline/Energy Conservation Strategies – Traffic Light Approach and the 4 D’s (do, ditch, delay, delegate)
<u>Poor Sleep</u>	Routine/environment/stimulus and thought patterns
<u>Anxiety</u>	Anxiety education/relaxation/mindfulness/exercise
<u>Widespread persistent pain</u>	Pain management/ pacing/education (pain tool kit, live well with pain) /fear avoidance behaviours
<u>Right sided numbness</u>	Education/exercise/liaise with GP /meds.
<u>Decreased Physical Strength and tolerance of exercise</u>	Pacing/personalised exercise programme/ setback plans /goal setting
<u>Returning to work</u>	Explored perceived obstacles, completed wellness action plan and AHP fitness to work report

# At the End of Sophie's CMP Journey...

- Independently exercising at home and purchased own equipment to further aid strength, mobility and functional abilities.
- Able to recognise stress triggers and strategies to manage flare-ups
- Understanding and management of fatigue improved by utilising strategies introduced within CMP sessions.
- Phased return to work planned and wellness action plan developed to share with manager and occupational health
- Applied for a job in a local library – more fulfilling for client and a less stressful environment

## **Care Opinion feedback:**

*"The OT and Physiotherapist were very supportive and gave me excellent advice and resources. I felt listened to and respected. I cannot thank them enough for their help. I feel reassured that I have their support in the future when I hope to return to work."*

## Contact Details

Contact the Condition Management Programme within your Health and Social Care Trust to find out more:

**BELFAST TRUST** ☎ 028 9615 2688

✉ [Cmpinfo@belfasttrust.hscni.net](mailto:Cmpinfo@belfasttrust.hscni.net)

**NORTHERN TRUST** ☎ 028 25 63 5250

✉ [ConditionManagement.Programme@northerntrust.hscni.net](mailto:ConditionManagement.Programme@northerntrust.hscni.net)

**SOUTH-EASTERN TRUST** ☎ 028 92 60 5494

✉ [ConditionManagement.Programme@setrust.hscni.net](mailto:ConditionManagement.Programme@setrust.hscni.net)

**SOUTHERN TRUST** ☎ 028 37 51 7173

✉ [ConditionManagement.Programme@southerntrust.hscni.net](mailto:ConditionManagement.Programme@southerntrust.hscni.net)

**WESTERN TRUST** ☎ 028 71 37 6911

✉ [Condition.management@westerntrust.hscni.net](mailto:Condition.management@westerntrust.hscni.net)

Or visit:

<https://www.nidirect.gov.uk/articles/condition-management-programme>



[CMP animation: https://youtu.be/NYssCz\\_3IRk](https://youtu.be/NYssCz_3IRk)



An Roinn  
**Pobal**

Department for  
**Commonities**