

Early Intervention OH



Lt Col Geoff Hall

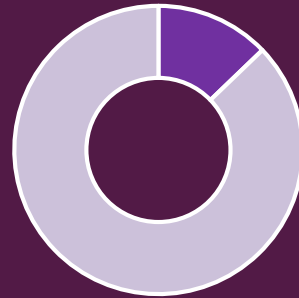
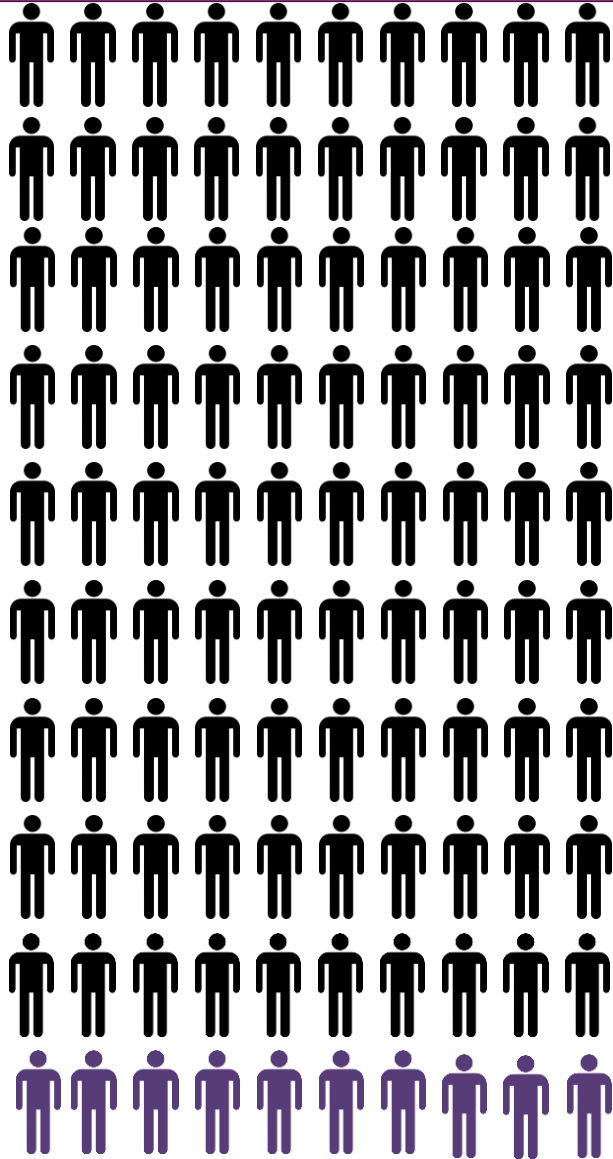
Maj Nicki Corkish

DSEI 10 SEP 19

Early Intervention OH

- Context.
- Genesis.
- Design Drivers.
- Benefits & Opportunities.
- Implementation and Early Stats.
- Q&A

Early Intervention OH - Context



10% require protective
employment



Early Intervention OH - Context

1 in 78 SP LTSA



Operational
Capability



Early Intervention OH – Context

Limited access

Complex health needs

56 days – 12 months

Marginalised Employer

Medical Discharge

GP Demand



Medical Board

Value
for
Money?

Alignment to needs of
Defence?

Constrained Workforce

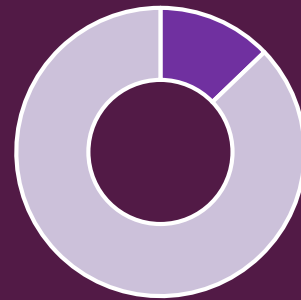
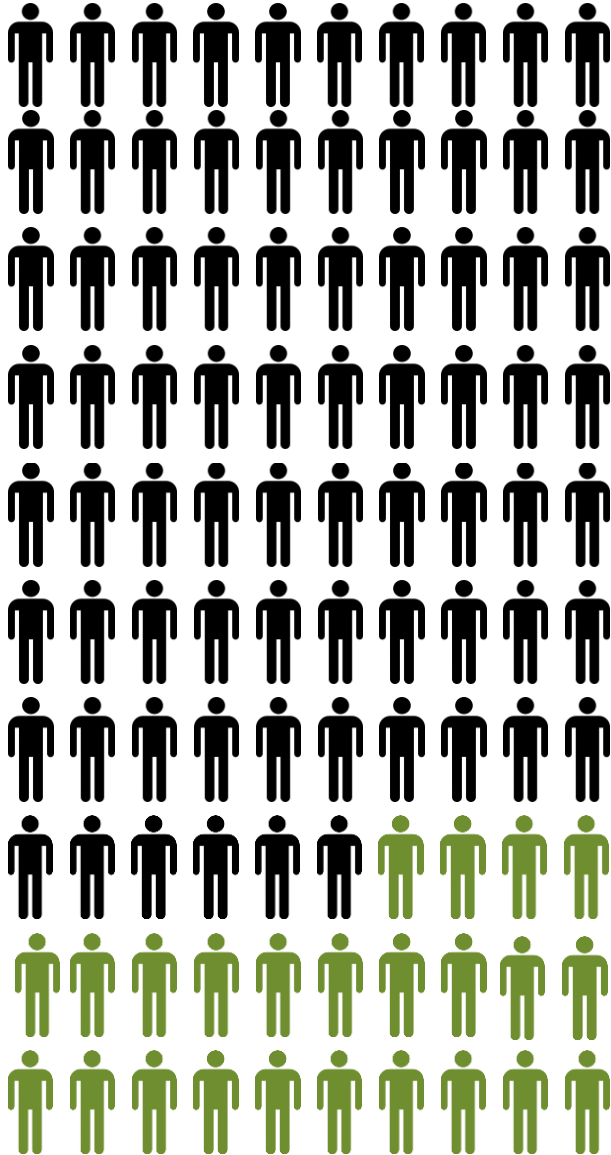
High administrative
burden

Variability

Insufficient data

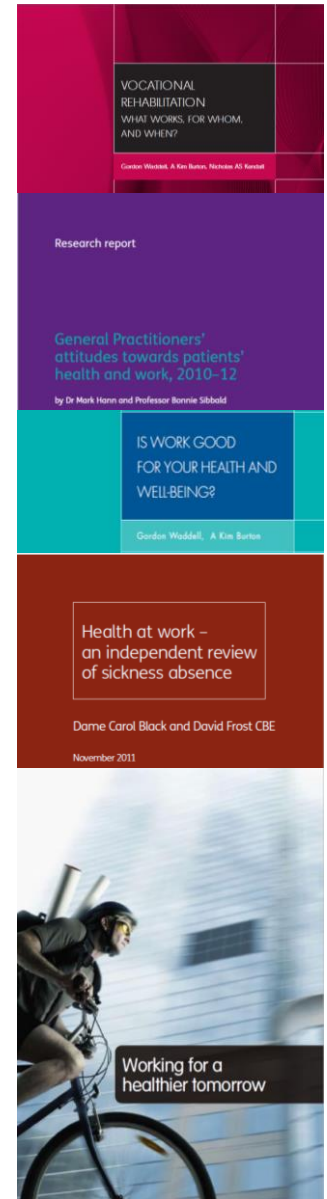
Reduced
Employability
Deployability

Return to Work

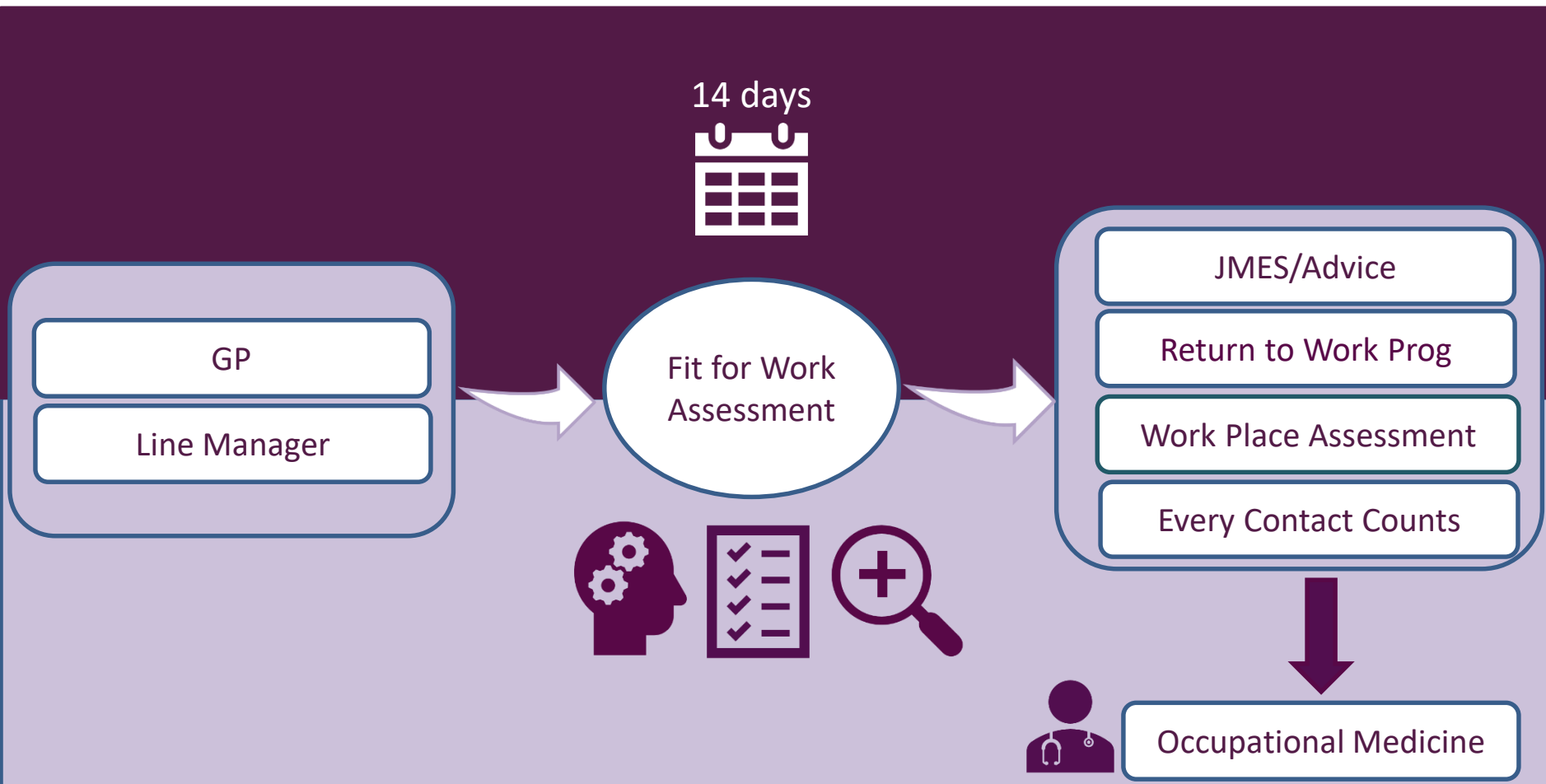


4% Return to Work
after LTSA

Early Intervention OH – Genesis



Early Intervention OH – Design Drivers

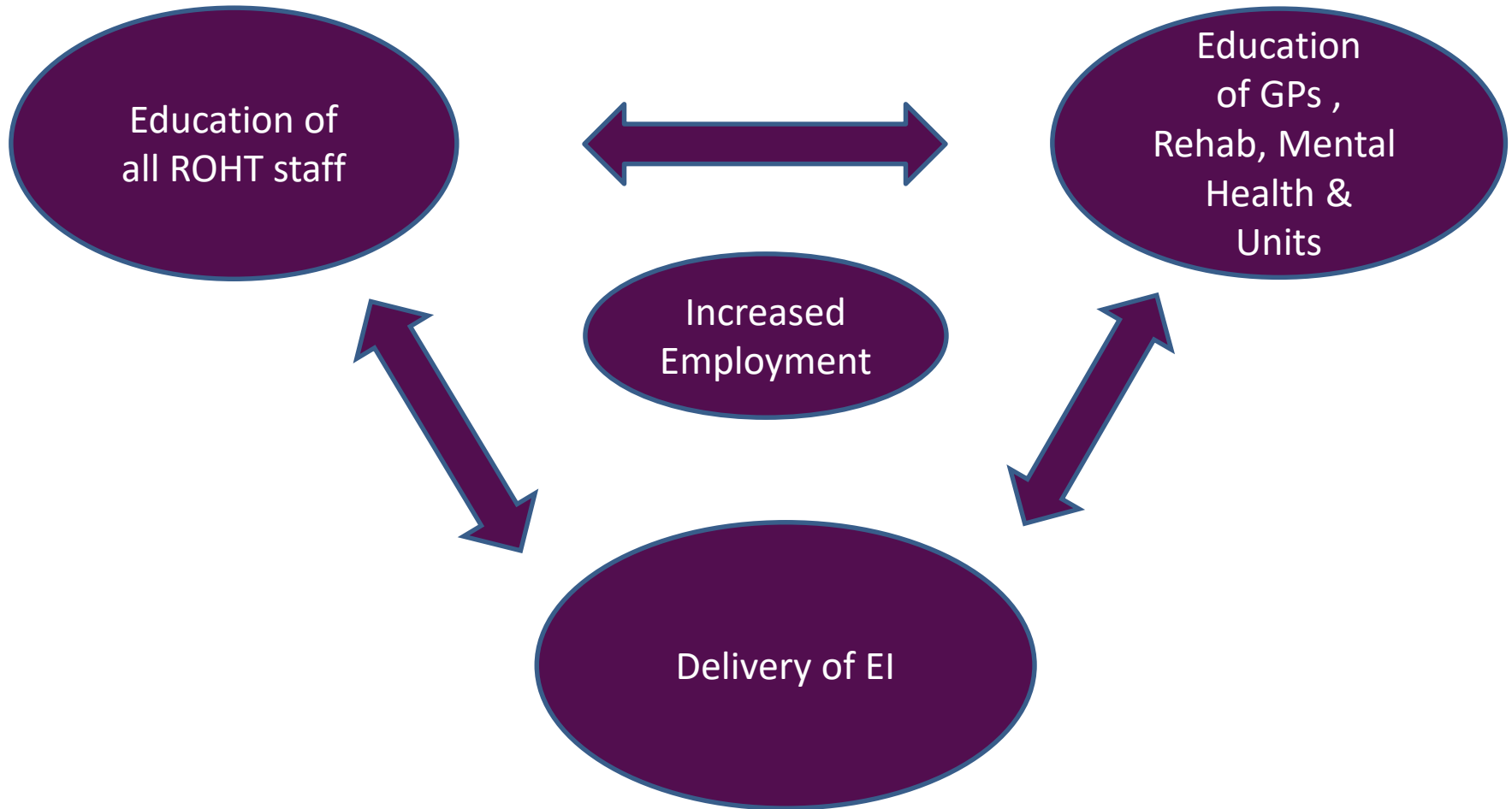


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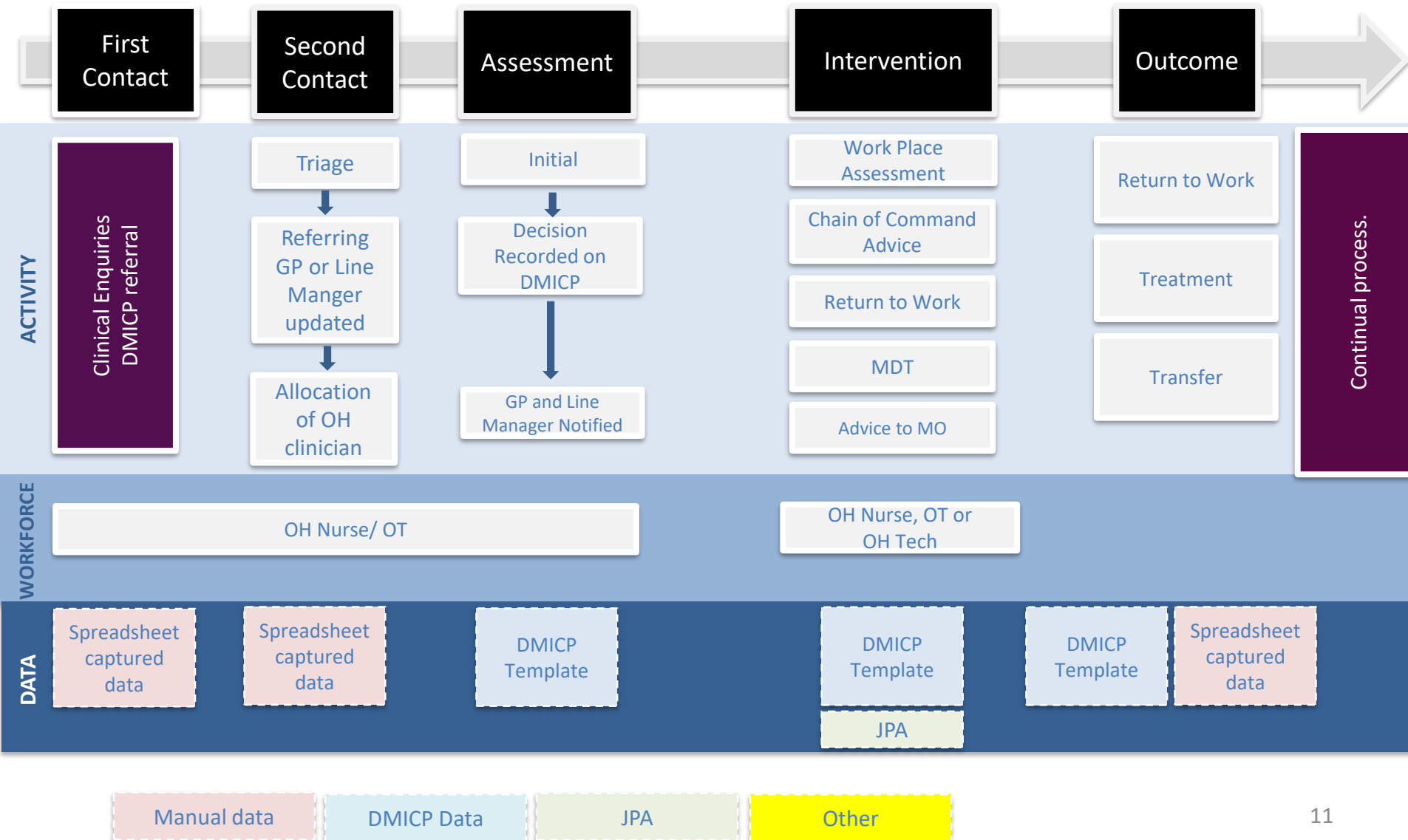
Benefits & Opportunities

- Improves employer and patient confidence in Occupational Health.
- More people with ill-health return to work earlier and are sustained in work.
- Eliminates unnecessary delay in recovery and upgrading decisions.
- objectivity and efficacy of employment decisions.
- Eliminates unnecessary delay in medical discharge decisions.
- Nudging positive health & wellbeing behaviours.
- Exploiting the talents through a flexible workforce model.

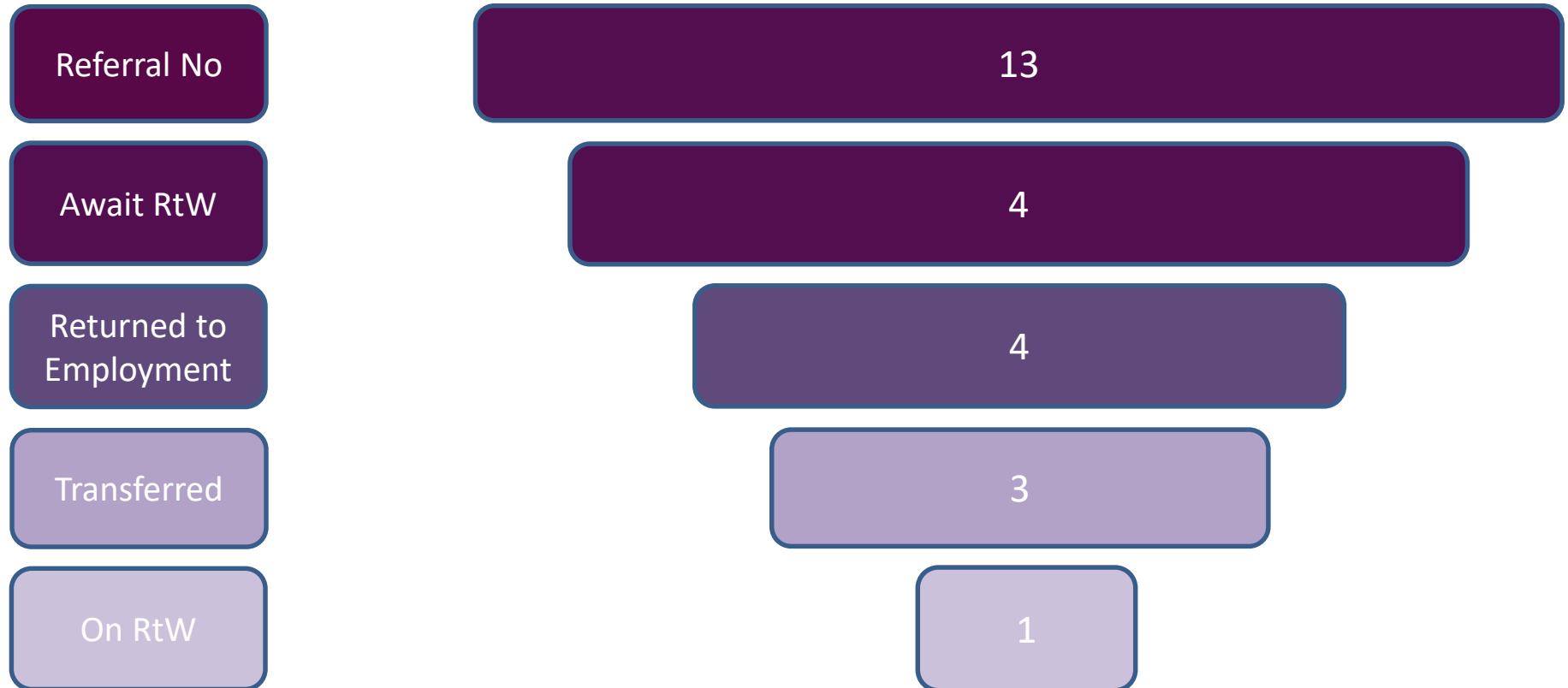
Early Intervention OH -Implementation



Early Intervention OH – Process Map



Early Intervention OH – Early Results



Early Intervention OH - Lessons

- Influence campaign – to address existing behaviours and affect change.
- Early indication of success in comparison to previous years stats.
- Rapid roll-out within DPHC Region and to other DPHC Regions to increase experimentation and data. DHDO Prog will help significantly.
- Need for standardised Firm Base OH CGOs (already WiP).
- Experimentation in role is already seeing Nurses and OTs working at the top of their licence.
- DHDO support to help:
 - data capture and design of metrics to optimise OH clinical pathways and workforce modelling.



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Questions