

Appendix B



**Leicester, Leicestershire
and Rutland**

STAYING HEALTHY PARTNERSHIP BOARD (30th June 2026)

REPORT OF LLR INTEGRATED CARE BOARD

LLR WORKWELL UPDATE

Purpose of report

1. What is the purpose of this report:
 - Provide information

The purpose of this report is to inform the Staying Healthy Partnership Board of the progress for Leicestershire, Leicester City and Rutland (LLR) WorkWell Vanguard, and contribution of the programme to the ICB 4th purpose - social and economic development.

WorkWell, as part of a broader government agenda linked to economic inactivity and recovery, is a key driver behind the ambition of 'Get Britain Working,' white paper. UK is the only G7 country to have not returned to pre-pandemic level of employment. For LLR, WorkWell fundamentally underpins our local health inequalities agenda, deepening social value and dignity, and supporting economic recovery. We also know good work is good for people, and WorkWell aims to support those with disability, and in LLR, specifically those struggling with MSK and mental health conditions, where these health-related conditions have become a barrier into work.

There is a significant opportunity to align current and new programmes of work under the framework of 'Get Britain Working' plans. In particular, the roll-out of WorkWell programme with 'Connect to Work,' supports joint working around referrals and employer engagement offers, in recognition of the alignment, synergy and potential for overlap.

The WorkWell model is unique in its partnership approach across the country, delivering largely through a multiagency partnership model, and with primary care and neighbourhood teams driving delivery. It also is extending links beyond job centre plus, into higher education to support skills development, and business sector, developing links to commerce, particularly SMEs where parts of LLR we are rich in. WorkWell is being delivered through Neighbourhood teams in its broadest sense, with additionality of work and health coaches.

Progress in delivery of the Programme

Data Sharing Agreements, and Data Sharing and Processing Agreements between DWP and LLR General Practice are in place. An area of significant delay to the original timeframe was the challenge of having a data sharing agreement in place across primary care and with DWP. As we move forward with ever complex areas of work across the ICS, data sharing is a key area to address.

Following delay to the mobilisation period, the WorkWell service for LLR mobilised in March 2025, and is has actively been recruiting workforce since October 2024 and consenting participants. Currently, we are testing out new models for engagement and in-reach into communities and, developing our Employer Engagement Strategy, to maximise access to the service and support individuals back to work. (See appendix 1. Leicester, Leicestershire and Rutland Work, Health, and Skills Small & Medium Enterprises (SME) Employer Engagement Strategy (2025/26).

Primary Care Network (PCN) Engagement

Onboarded to the Programme; 7 PCNs City - 15 PCNs in County - 1 PCN in Rutland

A total 23 of 26 Primary Care Networks (PCNs) across LLR have joined the programme. onboarded to the WorkWell programme and patients being supported by the LLR roving 'Community WorkWell' model which has been initiated, originally to support the mitigation of shortfall of City PCNs' not onboarded to the WorkWell Programme. The LLR roving 'Community WorkWell' model, has also given the scope to embed the testing in the model, to support a withdrawal of a PCN in County due British Medical Association 'Collective Action,' by providing opportunity for those patients in the PCNs member practices, in accessing the WorkWell services.

An additional PCN in City and one member practice from County, wish to join the programme and is going the PCN Board approval, following the same data sharing agreement, and data sharing and processing agreements in place.

The LLR roving 'Community WorkWell' model is also being tested in Rutland, as this model is able to in-reach to the challenges faced by the residents in the geographical spread and isolation, transport challenges and access to the Job Centre Plus in Lincolnshire. The model is also being stood up in County, to widen the access to residents that may not access general practice regularly.

Integrating Work & Health Coaches into General Practice and the Care Navigation Team

We have introduced and integrated 26 Work and Health Coaches into general practice, to work alongside the care navigation team (personalised care); Social Prescribers, Care Coordinators, Health and Wellbeing Coaches. This has enabled shared learning on case management of the patient lists, and work as part of the wider multi-disciplinary team (MDT) and feed into clinical governance of complex care.

The Work and Health Coaches are supported by 4 Senior Work and Health Coaches, to lead the development and standardisation the personalised care and

coaching approaches, with a Designated Data Lead to manage the data collection of the Management Information required to provide measurable input and outcomes, to the Department of Work and Pensions (DWP) Policy Team on a monthly basis.

Work and Health Coaches are working outside of the boundaries and guidance of the NHSE Network Contract for Additional Roles Reimbursement Scheme (ARRS), however, must be able to access supervision to reflect on their experiences, challenges and celebrations, with access to professional development in the same way that all care navigation teams are offered and building the multi-disciplinary team approach.

LLR Training Hub have been commissioned by LLR ICB with WorkWell funding to provide the Work and Health Coaches a network and Community of Practice on a monthly basis, to provide local and national updates, training and CPD aligned to the NHSE Framework and competencies of Personalised care roles and outside of primary care and work in a complementary way.

Utilising the WorkWell funding for Training and Education, the Work and Health Coaches are all accessing a Personalised Care Institute accredited programme for 'Health Coaching Practitioner' and the Seniors are accessing the 'Health Coaching Supervisor Practitioner' programme.

WorkWell Programme Participants

Following eligibility criteria; over 16, a resident of LLR, registered with a GP and have the right to work in the UK with a health barrier to work, followed by consenting through triage of direct referrals and self-referrals.

Since 1st April 2025 to 31st March, 1241 participants have started the WorkWell Programme, with a guided period of 12 weeks of low intensity personalised support with either a 'Thrive in Work Plan' if in work with barriers or a 'Return to Work Plan' in seeking employment with health barriers. The plan can be shared with a service provider of higher intense support i.e. Individual Placement and Support (IPS), Talking Therapies, Musculoskeletal services, and Adult Education Hubs.

Next Steps for the programme and support from the Staying Healthy Board

Government announced on 20th January 2026, WorkWell will to be expanded to 2028/29 with a national rollout of WorkWell by November 2026, following the successes of the 15 Vanguard Pilot sites.

Within WorkWell LLR, our approach remains within the general practice delivery model, alongside the roving community model. There are currently 23 Primary Care Networks (PCNs) delivering WorkWell, and the roving community model catering for the patient cohort population of three City PCNs. The geography is set out in three 'Places'; City, County and Rutland and with the success of the roving community model, is also operational in County and Rutland to focus on community and employer engagement.

The LLR model will remain focused on the key drivers of local health need - specifically mental health and musculoskeletal conditions - and will continue to evolve its approach to meet emerging priorities. This includes targeted support for

16–17-year-olds who are not in education, employment or training (NEET), and for 18–24-year-olds who are claiming Universal Credit, ensuring that WorkWell interventions reach those with the highest risk of long-term health and employment challenges with the prevalence of mental health and musculoskeletal conditions.

The Department of Health and Social Care and NHS England have published Neighbourhood Health framework (17 March 2026) – (see appendix 1) which outlines the approach to collaborative working of the NHS, Local Authorities and wider partnerships to deliver local get Britain working plans – ‘Get LLR Working Plans’ with local initiatives to tackle health related employment barriers and provides an example of WorkWell as an enabler and lever to improve employment healthy lifecycles.

As part of the Get LLR Working Plan (see appendix 2), LLR ICB have commissioned a ‘Digital Single Point of Referral and Triage for the health and employment support programmes within the LLR footprint; WorkWell, Connect to Work, Talking Therapies Employment Advisors, Mental Health IPS - Employment Services and Adult Education. This will form the trajectory to the Work, Health and Skills agenda digitally and support the governments ambition to reach 80% employment rate.

Staying Healthy Board

We are asking for sponsorship of the board, with the links between the Neighbour Health Framework March 2026, LLR WorkWell Programme expansion 2026-2029 (Return-to-work/thrive-in-work) and the Healthy Workplaces Programme (Healthier Places to Work), in respect of joint ambition to support small and medium enterprises (SMEs) across LLR;

Commitment D3. Healthy workplaces and local economy: We will work with employers and local organisations to create fair, inclusive and healthy workplaces, helping more people to get into work and thrive in their jobs.

Action D3.1 We will strengthen system-wide understanding and coordination of employment and healthy workplace programmes, support the sharing of information/insights, help unlock delivery challenges and link to wider support services to help people stay in or return to work.

Appendices -

1. GOV.UK - Neighbourhood Health Framework - 17th March 2026;

<https://www.gov.uk/government/publications/neighbourhood-health-framework/neighbourhood-health-framework>

2. Get LLR Working Plan - 11th December 2025;

<https://www.leicestershire.gov.uk/news/authorities-launch-joint-plan-to-get-more-people-working>

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