



## Healthcare Professionals' Consensus Statement

### Statement of Health and Work

“Work which is appropriate to an individual’s knowledge, skills and circumstances and undertaken in a safe, healthy and supportive working environment, promotes good physical and mental health, helps to prevent ill health and can play an active part in helping people recover from illness. Good work also rewards the individual with a greater sense of self-worth and has beneficial effects on social functioning.

People who have never worked, but who have the potential, should be encouraged and helped to gain the necessary skills and experience to get a job, and be supported throughout this process. Similarly, those who have been unable to work because of illness or disability, but who have the potential to work, should be supported to make a timely return to appropriate work.

The crucial relationship between work and health dictates that, where appropriate, remaining in or returning to suitable work must be a critical outcome measure for success in the treatment and support of working age people.

Supporting employees’ occupational health is also a fundamental responsibility for employers. It is central to good management and - through its impact on productivity - good business. Whatever the nature of the business and wherever the place of work may be, we look to employers of all sizes to make use of the advice available from experts in employee health; and in the light of that advice to seek to:

- prevent ill health by assessing and controlling the risks to employee health, safety and well-being
- promote healthy lifestyles;
- tackle all forms of discrimination - especially the stigma too often associated with mental health conditions;
- support people to help keep them in work;
- facilitate a timely return to work, should ill health occur, including, for example, the use of amended duties, flexible working options or rehabilitation services.

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### Statement of Action

“We, the undersigned, will work with government, other healthcare workers, the voluntary sector, employers and Trade Unions, to promote and develop ways of supporting individuals to achieve the socio-economic and health benefits of work.

This pledge includes a commitment to continue to educate the healthcare community, employers and people of working age about the benefits that work can provide; and, as appropriate, to do all we can to help people enter, stay in or return to work.”



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### Signatories

Association of UK University Hospitals	Queen Mary, University of London
Barts and the London School of Medicine and Dentistry	Royal College of Anaesthetists
British Medical Association	Royal College of General Practitioners
British Psychological Society	Royal College of Nursing
British Society for Rheumatology	Royal College of Obstetricians and Gynaecologists
British Society of Rehabilitation Medicine	Royal College of Ophthalmologists
Chartered Society of Physiotherapy	Royal College of Paediatrics and Child Health
College of Chiropractors	Royal College of Pathologists
College of Occupational Therapists	Royal College of Physicians and Surgeons of Glasgow
Council of Heads and Deans of Dental Schools	Royal College of Physicians of Edinburgh
Ergonomics Society	Royal College of Physicians of London
Faculty of Occupational Medicine	Royal College of Psychiatrists
Faculty of Public Health	Royal College of Radiologists
General Medical Council	Royal College of Surgeons of Edinburgh
Institute of Occupational Safety and Health	Royal College of Surgeons of England
London Deanery	Society of Occupational Medicine
Medical Schools Council	UNISON
NHS Alliance	Vocational Rehabilitation Association
PMETB	
Professional Organisations in Occupational Safety and Health	

