Annual Public Health Report 2017

Health & Work
An unhealthy workforce hurts the UK’s economy and society

1 in 4 UK employees have a physical health condition
1 in 5 of whom also reported a mental health condition

1 in 3 of current UK employees have a long term health condition

1 in 8 employees reported a mental health condition

1 in 10 employees reported a musculoskeletal condition

42% of employees with a health condition, felt their condition affected their work ‘a great deal’, or ‘to some extent’

Lost productivity, lower income tax, increased long term sickness and healthcare costs
**People are living longer**
In 2017, a 65+ year old can expect to live for 22.8 years, 9 years longer than in 1948 when the state pension was introduced.

**People are working longer**
State pension age is increasing – intention is 68 years by 2038
More people aged 50+ are employed than ever before.

**Poor health is a major cause of economic inactivity**
A chronic health condition is a factor in nearly half of men between 55 and state pension age who are no longer working.

**Early labour market exit due to poor health is bad for the individual, the public purse, and employers**
For the individual, unplanned labour market exit can be harmful to overall wellbeing, with potentially decreased social interactions, and difficulties in maintaining living standards.

£7 billion is paid each year in out of work benefits to people between 55 and state pension age.

Employers who fail to retain older workers are losing important skills, and can suffer loss of output.

**Southend’s ageing population**
Projections suggest that the number of residents aged 65+ will grow faster than those of working age.

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2038</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>183,540</td>
<td>212,600</td>
</tr>
<tr>
<td>Working age</td>
<td>61%</td>
<td>57%</td>
</tr>
<tr>
<td>65 years +</td>
<td>19%</td>
<td>25%</td>
</tr>
<tr>
<td>People of working age per 100 children and older people</td>
<td>158</td>
<td>131</td>
</tr>
</tbody>
</table>

**FOCUS FOR ACTION**
People will be required to work for longer in the future. Action to improve health earlier in the working life will help to maintain health into later life and maintain overall productivity.
Annual Public Health Report 2017
Who is working in Southend?

Unemployment – impact on Health
Unemployment is associated with an increased risk of mortality and morbidity, including cardiovascular disease, poor mental health, suicide and health-damaging behaviours.

Of the 13,310 benefit claimants in Southend in Nov 2016, 1,400 were classed as ‘Job Seekers’, whilst over 8,000 were claiming some combination of Disability Living Allowance, Incapacity Benefit, or Employment Support Allowance.

Southend’s employment rates are similar to England
76% of 16-64 year olds are in employment
82.4% of men are employed
69.6% of women are employed

Government schemes supporting employment among people with health problems
- Fit for Work
- Access to Work
- New Enterprise Allowance

‘Improving Lives The Future of Work, Health and Disability’
National strategy launched in 2017, pledging to “see one million more disabled people in work over the next 10 years.

Health related employment inequalities
Gaining meaningful employment is a particular challenge for those with long term health conditions, and particularly those with learning disabilities.

Unemployment – impact on Health
Unemployment is associated with an increased risk of mortality and morbidity, including cardiovascular disease, poor mental health, suicide and health-damaging behaviours.

Of the 13,310 benefit claimants in Southend in Nov 2016, 1,400 were classed as ‘Job Seekers’, whilst over 8,000 were claiming some combination of Disability Living Allowance, Incapacity Benefit, or Employment Support Allowance.

Southend’s employment rates are similar to England
76% of 16-64 year olds are in employment
82.4% of men are employed
69.6% of women are employed

Government schemes supporting employment among people with health problems
- Fit for Work
- Access to Work
- New Enterprise Allowance

‘Improving Lives The Future of Work, Health and Disability’
National strategy launched in 2017, pledging to “see one million more disabled people in work over the next 10 years.

Health related employment inequalities
Gaining meaningful employment is a particular challenge for those with long term health conditions, and particularly those with learning disabilities.

Unemployment – impact on Health
Unemployment is associated with an increased risk of mortality and morbidity, including cardiovascular disease, poor mental health, suicide and health-damaging behaviours.

Of the 13,310 benefit claimants in Southend in Nov 2016, 1,400 were classed as ‘Job Seekers’, whilst over 8,000 were claiming some combination of Disability Living Allowance, Incapacity Benefit, or Employment Support Allowance.

Southend’s employment rates are similar to England
76% of 16-64 year olds are in employment
82.4% of men are employed
69.6% of women are employed

Government schemes supporting employment among people with health problems
- Fit for Work
- Access to Work
- New Enterprise Allowance

‘Improving Lives The Future of Work, Health and Disability’
National strategy launched in 2017, pledging to “see one million more disabled people in work over the next 10 years.

Health related employment inequalities
Gaining meaningful employment is a particular challenge for those with long term health conditions, and particularly those with learning disabilities.

Unemployment – impact on Health
Unemployment is associated with an increased risk of mortality and morbidity, including cardiovascular disease, poor mental health, suicide and health-damaging behaviours.

Of the 13,310 benefit claimants in Southend in Nov 2016, 1,400 were classed as ‘Job Seekers’, whilst over 8,000 were claiming some combination of Disability Living Allowance, Incapacity Benefit, or Employment Support Allowance.

Southend’s employment rates are similar to England
76% of 16-64 year olds are in employment
82.4% of men are employed
69.6% of women are employed

Government schemes supporting employment among people with health problems
- Fit for Work
- Access to Work
- New Enterprise Allowance

‘Improving Lives The Future of Work, Health and Disability’
National strategy launched in 2017, pledging to “see one million more disabled people in work over the next 10 years.

Health related employment inequalities
Gaining meaningful employment is a particular challenge for those with long term health conditions, and particularly those with learning disabilities.

Unemployment – impact on Health
Unemployment is associated with an increased risk of mortality and morbidity, including cardiovascular disease, poor mental health, suicide and health-damaging behaviours.

Of the 13,310 benefit claimants in Southend in Nov 2016, 1,400 were classed as ‘Job Seekers’, whilst over 8,000 were claiming some combination of Disability Living Allowance, Incapacity Benefit, or Employment Support Allowance.

Southend’s employment rates are similar to England
76% of 16-64 year olds are in employment
82.4% of men are employed
69.6% of women are employed

Government schemes supporting employment among people with health problems
- Fit for Work
- Access to Work
- New Enterprise Allowance

‘Improving Lives The Future of Work, Health and Disability’
National strategy launched in 2017, pledging to “see one million more disabled people in work over the next 10 years.

Health related employment inequalities
Gaining meaningful employment is a particular challenge for those with long term health conditions, and particularly those with learning disabilities.
Annual Public Health Report 2017
Where are people employed in Southend?

Southend key facts
39.4% of employee jobs in Southend are part-time, higher than the average for Great Britain (32.2%)

1 in 3 employees commute to a workplace outside of Southend

10.3% of people aged 16-64 are self-employed, similar to England. Older workers, aged 50 to 64, are more likely to be self employed than any other age group

Size of businesses
Southend’s enterprise base is heavily based on micro businesses (0 to 9 employees). Of the 6965 enterprises in Southend, 91.3% had 0-9 employees. There are only 5 enterprises in Southend with more than 1,000 employees

<table>
<thead>
<tr>
<th>Size of business</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Micro (0-9 employees)</td>
<td>6355</td>
<td>91.3%</td>
</tr>
<tr>
<td>Small (10-49 employees)</td>
<td>510</td>
<td>7.3%</td>
</tr>
<tr>
<td>Medium (50-249 employees)</td>
<td>75</td>
<td>1.1%</td>
</tr>
<tr>
<td>Large (250+ employees)</td>
<td>25</td>
<td>0.4%</td>
</tr>
</tbody>
</table>

Top 5 types of micro business in Southend, 2017

<table>
<thead>
<tr>
<th>Type of business</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management consultancy activities (other than financial management)</td>
<td>350</td>
</tr>
<tr>
<td>Computer consultancy activities</td>
<td>320</td>
</tr>
<tr>
<td>Other business support service activities</td>
<td>295</td>
</tr>
<tr>
<td>Plumbing, heat and air-conditioning installation</td>
<td>135</td>
</tr>
<tr>
<td>Hairdressing and other beauty treatment</td>
<td>130</td>
</tr>
</tbody>
</table>

Source: ONS Interdepartmental Business Register, 2017

FOCUS FOR ACTION
As the proportion of micro businesses in Southend-on-Sea is very high, this brings challenges for delivering workplace-based health interventions for large numbers of our working population. We will develop a new offer with our public health responsibility deal, alongside our community-based initiatives.
Skills and education

Benefits of a high level of education
People with a high level of education are less likely to be unemployed, more likely to work full-time, more likely to describe their jobs as fulfilling, and are less likely to experience economic hardship. There is robust evidence that sustained economic hardship leads to poorer health and well-being.

Education and qualifications in Southend
Southend’s residents have similar educational levels to the England average, but there is a noticeable gap at the higher levels of qualification.

74.1% of Southend’s children achieve a good level of development at the end of reception year – significantly above the national average.

School absence is better than the national average, and is the joint lowest in the region.

9% of the relevant population are classified as either Not in Education, Employment or Training (NEET) or Unknown.

Achievement at Key Stage 4
The percentage of pupils achieving 9-4 in English & mathematics, 2016/17

NOTE: ‘Pupils achieving 9-4 in English and mathematics’, replaced ‘Pupils achieving 5 or more GCSEs at A*-C’ as the main threshold measure in 2016/17

FOCUS FOR ACTION
There is then a key task to ensure that the good start our children are getting in school translates into a high level of educational attainment and an ambition to partake in lifelong learning and career development.
Annual Public Health Report 2017
Health issues in the working age population

**Promoting good health and wellbeing at work**
74% of adults are in employment, on average spending a third of their waking hours in the workplace. During the working day there is scope for employers to influence employee health behaviours and promote a culture of good health and wellbeing, and to provide a supportive environment to enable those with health problems to continue working.

Poor quality, insecure, and low-paid work can be as harmful to health as unemployment, and both can lead to health inequalities.

Some ill-health is directly work related. This can include sudden injuries, such as a trip or fall or from lifting and handling, ‘slow’ injuries, such as the development of repetitive strain injury (RSI) or the ill health effects of stress at work.

**Sickness absence**
1.6% of working hours lost to sickness in East of England Region, better than national UK rate (1.9%)

**Long term sickness**
Long term sickness is a barrier to employment. It is the 2nd most frequent cause of economic inactivity amongst men, and the 3rd amongst women.

In 2016/17 there was a 28 percentage point gap between the employment rates of people with a long term condition, and the general population.

Southend has a higher rate of economic inactivity due to long term sickness than both England and the East of England Region.

By 2030, 40% of the working age population will have a long term condition.

**FOCUS FOR ACTION**
We need to work with employers to develop workplaces that encourage health-positive behaviours, & to work with partners to tackle the employment gap for people with long-term health issues.