



Office for Health
Improvement
& Disparities

Income and employment security and mental health

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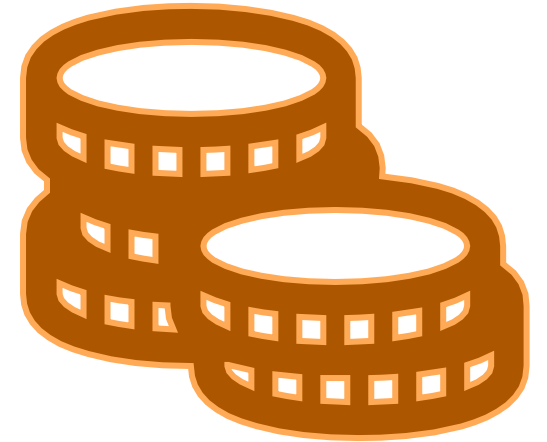
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December 2021

What is income and employment security?

Income security is about:

- the level of income (absolute and relative to needs)
- assurance of receipt
- actual, perceived and expected income
- expectation of adequate income now and in old age or in illness or disability



What is income and employment security?

Employment security is about:

- Protection against loss of employment
- Workers having protection against arbitrary and short notice dismissal
- Workers having long-term contracts of employment



What is the extent of the problem?



BBC News December 2019

'UK unemployment falls to lowest level since 1975'

- Number out of work fell to 1.281 million (3.8%)
- Employment rate rose to an all-time high of 76.2%
- Vacancies fell for 10th month in a row

However,

- x6 as many on disability and health related benefits as those receiving out of work benefits, 50% due to mental and behavioural disorders
- Backdrop of uncertainty around Brexit
- ONS UK statistical bulletin published September 2019 showed...
 - UK male suicide rate for 2018, a significant increase from the rate in 2017; females consistent with the rates over the past 10 years
 - Two areas with significantly higher rates for males, Yorkshire and the Humber and the East of England

Unprecedented times?

From the highest employment rate / lowest unemployment rate in 40 years to:

- Up to 800,000 fewer people in employment
- An increase in unemployment of over 400,000
- 5.1 million people in furlough at height of most recent lockdown
- Young people bearing the brunt of the economic impact
- Grants and loans to the self employed and businesses
- 9 million households increased borrowing due to pandemic
- 'Citizens Advice contacted by 12 people a minute'

...job retention scheme came to a close at the end of September,
as did the £20 a week uplift for those on Universal Credit...

Putting ‘prevention’ front and centre...

East of England Wider Determinants of Mental Health Group:

- ❖ Provides a strategic regional platform merging elements of:

- ❖ Suicide Prevention Network
- ❖ Worklessness element of Worklessness, Health & Work Network

‘How can we work together to pick people up far earlier who have been affected by the social or economic impacts of the pandemic?’

- ❖ **Aspiration/guiding principles** - those affected by the social and economic impacts of the pandemic and in need of support do not fall between the gaps in services – that there are no ‘wrong-doors’ to accessing or receiving support
- ❖ That those in frontline organisations are equipped with the confidence and skills to have difficult or sensitive conversations, and are aware of where and how to signpost or refer for appropriate support or resources
- ❖ Develop shared understanding of relevant real-time data...

'Real-time' data?

- Do we know what is happening in our local communities?
- How do we help our partners understand impact of the pandemic on local populations?
- How do we inform, influence NHS delivery and demand planning? Particularly around mental health?
- Limitations with Public Health Profiles / Fingertips data
- Do we wait for the data to catch up with us?

| Indicator | Period | England | Yorkshire and the Humber region | Barnsley | Bradford | Calderdale | Doncaster | East Riding of Yorkshire | Kingston upon Hull | Kirklees | Leeds | North East Lincolnshire | North Lincolnshire | North Yorkshire | Rotherham | Sheffield | Wakefield | York |
|---|-----------|---------|---------------------------------|----------|----------|------------|-----------|--------------------------|--------------------|----------|-------|-------------------------|--------------------|-----------------|-----------|-----------|-----------|------|
| Percentage of people in employment New data | 2020/21 | 75.1 | 73.8 | 72.5 | 70.0 | 75.5 | 71.8 | 74.8 | 73.2 | 70.9 | 78.2 | 73.5 | 73.5 | 78.2 | 78.9 | 89.3 | 74.6 | 78.6 |
| Gap in the employment rate between those with a long-term health condition and the overall employment rate | 2019/20 | 10.6 | 10.9 | 15.2 | 11.0 | 9.1 | 12.9 | 10.8 | 11.6 | 8.2 | 7.7 | 15.6 | 18.4 | 10.8 | 9.6 | 10.0 | 15.0 | 10.4 |
| Gap in the employment rate between those with a learning disability and the overall employment rate | 2019/20 | 70.6 | 67.7 | 68.0 | 62.3 | 62.2 | 59.7 | 73.8 | 73.5 | 63.0 | 67.6 | 60.9 | 69.6 | 74.5 | 67.3 | 69.4 | 69.5 | 71.3 |
| Gap in the employment rate for those in contact with secondary mental health services and the overall employment rate | 2019/20 | 67.2 | 63.0 | 66.5 | 59.2 | 60.7 | 69.2 | 61.6 | 61.9 | 64.1 | 63.7 | 59.3 | 66.8 | 59.3 | 67.3 | 65.4 | 66.9 | 58.0 |
| Unemployment (model-based) New data | 2020 | 4.7 | 4.5 | 5.3 | 5.7 | 4.3 | 5.4 | 3.5 | 5.4 | 4.5 | 4.4 | 5.0 | 4.8 | * | 4.5 | 4.8 | 4.8 | 3.0 |
| Long term claimants of Jobseeker's Allowance | 2020 | 2.6 | 3.7 | 3.0 | 5.4 | 1.0 | 1.9 | 2.8 | 11.6 | 2.4 | 4.6 | 2.6 | 2.3 | 0.8 | 4.1 | 4.8 | 4.0 | 0.6 |
| Economic inactivity rate New data | 2020/21 | 20.9 | 22.4 | 24.9 | 25.1 | 21.6 | 22.3 | 22.1 | 22.3 | 25.7 | 17.8 | 22.8 | 22.5 | 21.7 | 19.4 | 26.4 | 21.9 | 21.4 |
| Employment and Support Allowance claimants | 2018 | 5.4 | 6.3 | 7.7 | 7.2 | 5.8 | 7.0 | 4.9 | 9.0 | 5.9 | 6.1 | 7.1 | 5.4 | 4.0 | 7.8 | 6.4 | 7.8 | 3.4 |
| Job density | 2019 | 0.88 | 0.81 | 0.64 | 0.69 | 0.83 | 0.73 | 0.77 | 0.82 | 0.70 | 1.02 | 0.77 | 0.82 | 0.94 | 0.69 | 0.78 | 0.80 | 0.89 |
| Sickness absence - the percentage of employees who had at least one day off in the previous week | 2017 - 19 | 2.1 | 2.1 | 1.9 | 1.7 | 1.8 | 3.3 | 2.7 | 1.5 | 1.4 | 2.6 | 0.9 | 2.1 | 1.6 | 2.1 | 1.6 | 3.8 | 1.2 |
| Sickness absence - the percentage of working days lost due to sickness absence | 2017 - 19 | 1.1 | 1.2 | 0.9 | 1.0 | 1.0 | 2.3 | 1.6 | 0.7 | 0.8 | 1.4 | 0.7 | 1.4 | 0.7 | 1.3 | 1.2 | 1.8 | 0.6 |

Which 'Real-time' data?

Aim:

- ☐ To provide a 'snapshot' that captures the social and economic impacts of the pandemic on local communities.

Data sets:

- ☐ DWP Claimant count available via NOMIS - People claiming Jobseeker's Allowance plus those who claim Universal Credit and are required to seek work and be available for work.
- ☐ Universal Credit available via Stat-Xplore – UC helps with living costs due to low income, being out of work or unable to work replacing Child Tax Credit, Housing Benefit, Income Support, income-based Jobseeker's Allowance and Employment Support Scheme and Working Tax Credit.
- ☐ Job Retention Scheme (Furlough) available via GOV.UK
- ☐ Citizens Advice: Issues dealt with in person, by telephone, email or web chat.

DWP East Anglia

- ❖ Resident population = 2,535,000
- ❖ Population aged 16 – 64 = 1,508,800
- ❖ Economically Active = 1,266,600



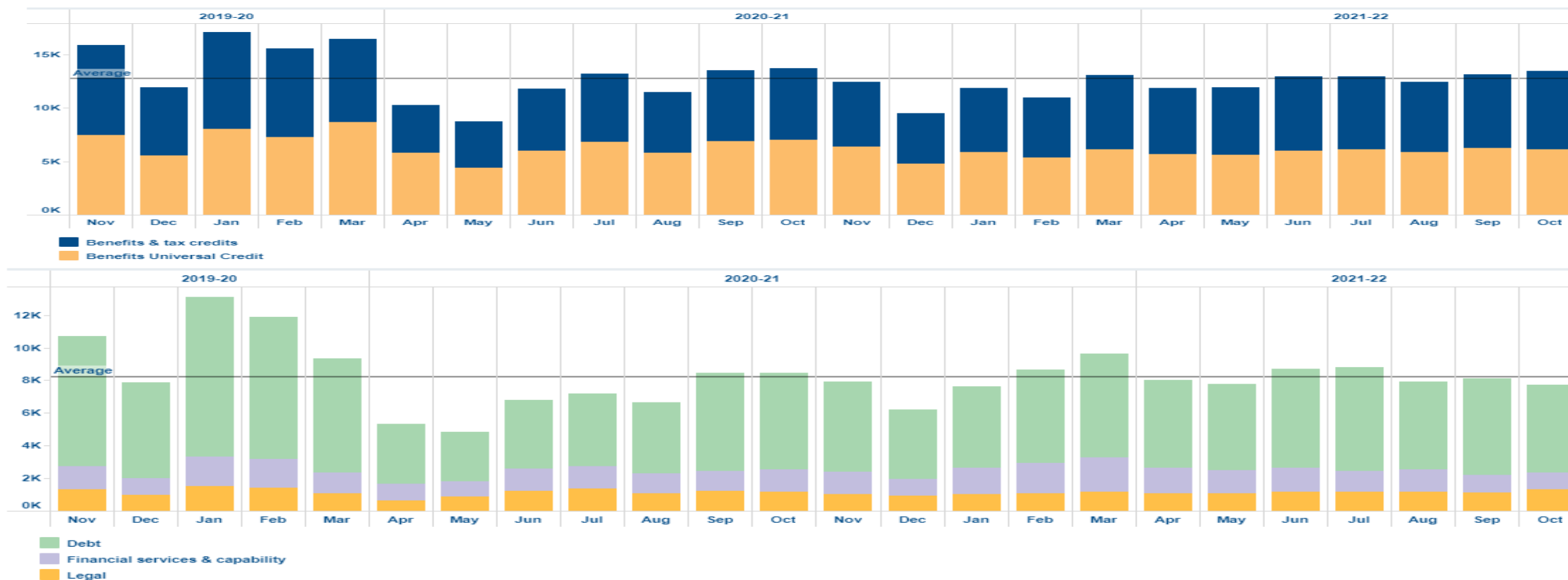
| Trends / emerging trends? | | | | | |
|---------------------------|------------|----------|-----------|-----------|--|
| | April 2021 | May 2021 | June 2021 | July 2021 | Comment |
| DWP Claimant Count | 71,365 | 66,940 | 61,750 | 61,205 | Reduction of over 10,000 April to July |
| DWP Universal Credit | 195,707 | 195,556 | 194,452 | 196,002 | Increase of 300 April to July |
| Job Retention Scheme | 111,800 | 74,000 | 54,400 | 44,800 | Reduction of over 67,000 April to July |

Question: What is the impact on DWP claimant count and universal credit as furlough unfolds?

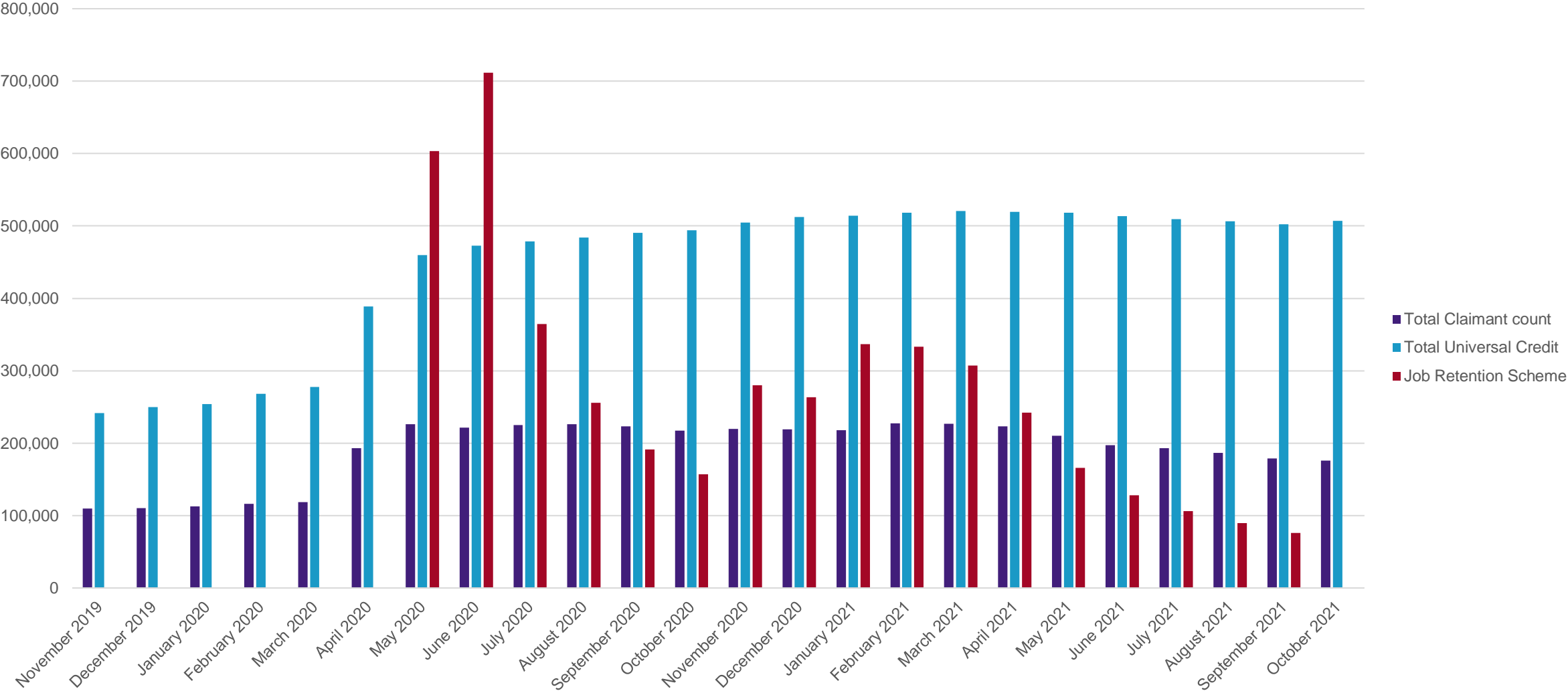
Question: What is the impact on the demand for mental health services?

Citizens Advice trends – Yorkshire and the Humber

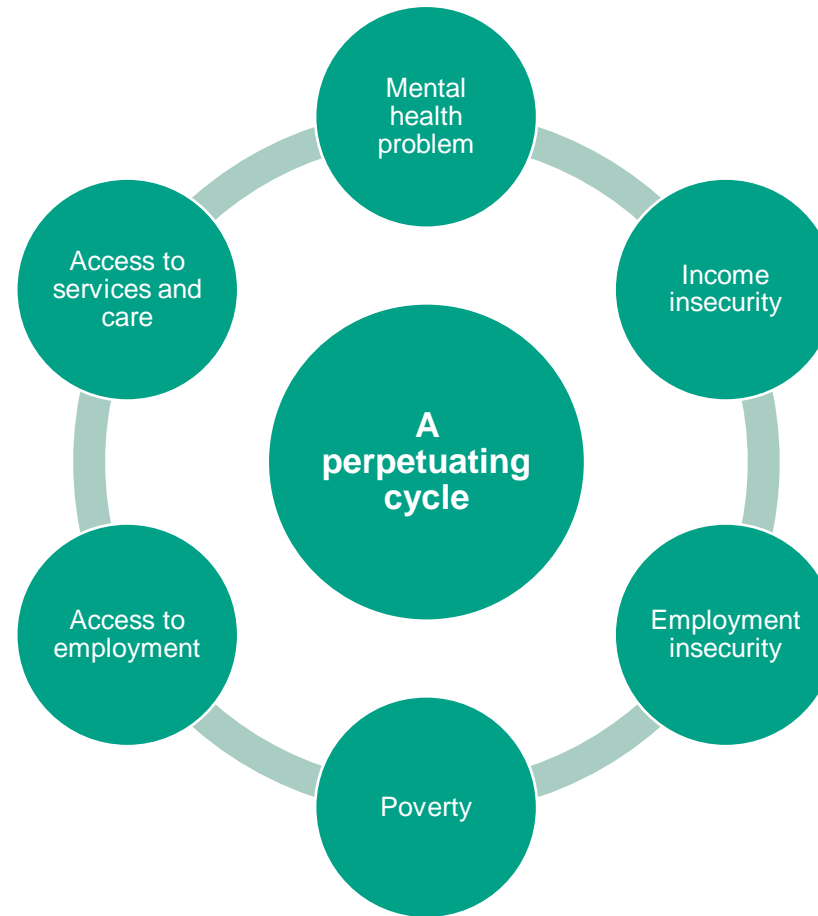
Benefits & tax credits and Universal credit / Debt, Financial services and capability and Legal (November 2019 – October 2021)



Yorkshire and the Humber



How does this all link with mental health?



How does income security link with mental health?

- People of lower socioeconomic status have a higher likelihood of developing and experiencing mental health problems¹
- The prevalence of severe mental health problems has been found to be around 3 times higher among children in the bottom quintile of family income than among those in the top quintile.²
- People in debt are more likely to have a mental health problem, the more debt the more likely³



1. WHO, & Calouste Gulbenkian Foundation. (2014). Social determinants of mental health. WHO Geneva.

2. Green, H., McGinnity, A., Meltzer, H., Ford, T., & Goodman, R. (2005). *Mental Health of Children and Young People in Great Britain: 2004*. ONS.

3. Tackling social inequalities to reduce mental health problems: How everyone can flourish equally. Mental Health Foundation Report.

How does employment security link with mental health?

- Employment status is linked to mental health outcomes¹
 - Unemployed = higher rates of common mental health problems
- Employment is generally beneficial for mental health²
- BUT some work can be damaging to mental health²:
 - work that is low paid
 - insecure work
 - Work that poses health risks

1. Stansfeld, S., Clark, C., Bebbington, P., King, M., Jenkins, R., & Hinchliffe, S. (2016). Chapter 2: Common mental disorders. In S. McManus, P. Bebbington, R. Jenkins, & T. Brugha (Eds.), *Mental health and wellbeing in England: Adult Psychiatric Morbidity Survey 2014*. Leeds: NHS Digital.

2. Marmot, M., Allen, J., Goldblatt, P., Boyce, T., McNeish, D., Grady, M., & Geddes, I. (2010). *Fair society, healthy lives: Strategic review of health inequalities in England post 2010*.

How does employment security link with mental health?

- People who develop a mental health problem may¹:
 - Not be able to work due to illness
 - Be lose their existing job
 - May be denied work opportunities
- Yet employment can offer²:
 - individual fulfilment
 - Autonomy
 - Pride
 - confidence.
 - source of vital social networks



1. WHO MIND Project: Mental Improvement for Nations Development

2. Tackling social inequalities to reduce mental health problems: How everyone can flourish equally. Mental Health Foundation Report.

How might this present to healthcare services ?

- **Chronic mental health problems**
 - E.g. depression presenting to primary care
- **Crisis situations linked to income or employment**
 - E.g. A+E attendance with self harm due to missed benefit payment
 - E.g. Calling crisis helpline due to job loss
- **Recovery challenges**
 - E.g. lack of social support network
 - E.g. lack of meaningful and fulfilling activity

What can be done?

- Making every contact count (MECC)
- Assist patients to find advice
 - E.g. work with Citizens Advice Beaureu
 - E.g. Job Centre
 - E.g. local voluntary sector offers
- Reduce discrimination and stigma
- Create a mentally healthy workplace culture



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