



**Sheffield Occupational Health
Advisory Service
Specialist Job Retention Service**



Some stats about SOHAS

- Advice given to 60,000 people since 1980
- 140,000 advice sessions
- 22 organisations/agencies referred people to our service or 108 if you include GP surgeries in 2021



The world of work has changed

- Some people want a more flexible approach to work
- Employee's priorities have changed
- Financial squeezes driving people to look at different jobs - pay gap between low and high earners.
- Still high number of insecure jobs
- Staffing shortages

What are the challenges for job retention services?

- More complex case mix
- More people with moderate to severe mental health issues
- Existing tools need updating
- Job retention services need to be more flexible to respond
- The need for specialist staff/upskill staff in retention roles

What can organisations do to support employees?

- Stop outsourcing HR and OH services
- Get rid of procedures like the Bradford Index
- Train line managers properly
- Ask what value do initiatives like MHFA bring to the organisation
- Involve, listen and consult employees on change/future of organisations
- Support flexible working
- Pay more attention to job design