

National Institute for Health and Care Excellence

Workplace health: long-term sickness absence and capability to work

Consultation on draft quality standard – deadline for comments 5pm on 11/01/21

Please email your completed form to: QSconsultations@nice.org.uk

Please read the checklist for submitting comments at the end of this form. We cannot accept forms that are not filled in correctly.

We would like to hear your views on these questions:

1. Does this draft quality standard accurately reflect the key areas for quality improvement?
2. Are local systems and structures in place to collect data for the proposed quality measures? If not, how feasible would it be for these to be put in place?
3. Do you think each of the statements in this draft quality standard would be achievable by local services given the net resources needed to deliver them? Please describe any resource requirements that you think would be necessary for any statement. Please describe any potential cost savings or opportunities for disinvestment.
4. Do you have an example from practice of implementing the NICE guideline that underpins this quality standard? If so, please provide details.

Organisation details

Organisation name – Stakeholder or respondent (if you are responding as an individual rather than a registered stakeholder please leave blank)	Royal Pharmaceutical Society
Disclosure Please disclose any past or current, direct or indirect links to, or funding from, the tobacco industry.	

Name of person completing form	
Supporting the quality standard	
Would your organisation like to express an interest in formally supporting this quality standard? More information.	

Comments on the draft quality standard

Comment number	Section	Statement number	Comments Insert each comment in a new row. Do not paste other tables into this table because your comments could get lost – type directly into this table.
1	All		<p>The Royal Pharmaceutical Society wishes to put on record it's full support for this draft quality standard. The statements reflect best practice and clearly demonstrate both the actions employers should undertake as well as the support employees should expect to receive when a period of long-term sickness absence has taken place.</p> <p>As we are now several months into the Covid 19 pandemic it should be noted that the timing of this proposed quality standard comes at a particularly important and relevant moment. Already a significant percentage of the population has had to take sickness absence from their work after contracting the illness. With the development of a new, more infectious strain, we can expect even more long-term absences in the short to medium term. In the longer term, we can also anticipate that the physical effects of 'Long Covid' and the considerable strain placed on the population's mental health as a result of the pandemic will also lead to increased rates of long term sickness absence and capability to work issues.</p> <p>We also welcome the reference to the 'NICE quality standard for healthy workplaces: improving employee mental and physical health and wellbeing' (2017). We fully agree with the statement that these further standards should be "considered when helping employees with their health and wellbeing".</p>

		<p>Workplace wellbeing among the pharmacy profession is an issue of central importance to us at the Royal Pharmaceutical Society. In both 2019 and 2020 we have conducted mental health and wellbeing surveys to gain a better understanding of the mental health and wellbeing of the pharmacy workforce. Based on the feedback from the profession we are actively working with the profession, employers, regulators and governments across the UK to create a culture in pharmacy that actively protects and enhances mental health and wellbeing. These draft quality statements, together with the existing standards for healthy workplaces will inform this work going forward.</p> <p>Further information regarding our workforce and workplace wellbeing activity can be found at www.rpharms.com/recognition/all-our-campaigns/workforce-wellbeing.</p>
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Checklist for submitting comments

- Use this form and submit it as a Word document (not a PDF).
- Complete the disclosure about links with, or funding from, the tobacco industry.
- Combine all comments from your organisation into 1 response. We cannot accept more than 1 response from each organisation.
- Do not paste other tables into this table – type directly into the table.
- Underline and highlight any confidential information or other material that you do not wish to be made public.
- Do not include medical information about yourself or another person from which you or the person could be identified.
- Spell out any abbreviations you use
- Please provide concise supporting information for each key area. Provide reference to examples from the published or grey literature such as national, regional or local reports of variation in care, audits, surveys, confidential enquiries, uptake reports and evaluations such as impact of NICE guidance recommendations
- For copyright reasons, do not include attachments of **published** material such as research articles, letters or leaflets. However, if you give us the full citation, we will obtain our own copy
- Attachments of unpublished reports, local reports / documents are permissible. If you wish to provide academic in confidence material i.e. written but not yet published, or commercial in confidence i.e. internal documentation, highlight this using the highlighter function in Word.

Please return to QSconsultations@nice.org.uk

NICE reserves the right to summarise and edit comments received during consultations, or not to publish them at all, where in the reasonable opinion of NICE, the comments are voluminous, publication would be unlawful or publication would be otherwise inappropriate.

Comments received from registered stakeholders and respondents during our stakeholder engagements are published in the interests of openness and transparency, and to promote understanding of how recommendations are developed. The comments are published as a record of the comments we received, and are not endorsed by NICE, its officers or advisory Committees.