

Workplace health: Long-term sickness absence and capability for work Committee meeting

Date: 20/09/2018

Location: Manchester

Minutes: Confirmed

Committee members present:	
Paul Lincoln (Chair)	(Present for notes 1 – 13)
Ralph Bagge (Vice Chair)	(Present for notes 1 – 13)
Rob Allen (Topic adviser)	(Present for notes 1 – 13)
Kaveh Asanti (Topic adviser)	(Present for notes 1 – 13)
Collin Ellis (Topic adviser)	(Present for notes 1 – 13)
Rob Hampton (Topic adviser)	(Present for notes 1 – 13)
Judith Hopper	(Present for notes 1 – 13)
Obeghe Edeghere	(Present for notes 1 – 13)
Louise Thompson (Topic adviser)	(Present for notes 1 – 13)
Ann Williams	(Present for notes 1 – 13)
Gwenllian Wynne-Jones (Topic adviser)	(Present for notes 1 – 13)
Lorna Young (Topic adviser)	(Present for notes 1 – 13)

In attendance:		
Sarah Willett	Associate Director	(Present for notes 1 – 13)
Rachel Kettle	Technical Adviser	(Present for notes 1 – 13)
Nicki Mead	Technical Analyst	(Present for notes 1 – 13)
Lise Elliott	Programme Manager	(Present for notes 1 – 13)
Lesley Owen	Health Economic Adviser	(Present for notes 1 – 13)
Thomas Hudson	Information Services Analyst	(Present for notes 7 – 9)
Annette Mead	Editor	(Present for notes 7 – 9)
Kate Moring	Business Analyst	(Present for notes 5 – 6)

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Apologies:	
Neil Wood	Public Health England Technical Advisor
Jennifer Roberts	Core member
Amanda Sowden	Core member
Nayab Nasir	Core member
Rashmi Shukla	Core member

1. Welcome and objectives for the meeting

The Chair welcomed the Committee members and attendees to the first meeting on Workplace health: long-term sickness absence and capability for work guideline update. The Committee members and attendees introduced themselves.

The Chair informed the Committee that apologies had been received. These are noted above.

The Chair outlined the objectives of the meeting, which included understanding the guideline development process, reviewing the evidence for RQ1 and agreeing changes required to refresh the existing recommendations.

2. Confirmation of matter under discussion, and declarations of interest

The Chair confirmed that, for the purpose of managing conflicts of interest, the matter under discussion was workplace health: long-term sickness absence and capability for work.

The Chair asked everyone to verbally declare any interests:

Paul Lincoln (Chair) declared a number of financial interests linked to employment with UK Health Forum, consultancy and research projects linked to the prevention of NCDs. Paul was also Chair of the NG13 'Workplace health: management practices' committee.

Louise Thomson declared that she is contributing to a Rapid Scoping Review on workplace interventions and motivations to return to work. Louise has a systematic review paper about employees with early onset dementia currently in press and is co-applicant on a research grant from UK Occupational Therapy Research linked to occupational therapists advising on fitness for work.

Kaveh Asanati declared paid and unpaid positions held with a number of medical and education providers. Kaveh is author of a number of occupational health related publications.

Gwenllian Wynne-Jones declared that she has co-authored a number of papers linked to the topic under discussion. Gwenllian has also received and made applications for

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research grants linked to occupational health, fitness to work and work absence.

Chair and a senior member of the Developer's team noted that the interests declared did not prevent the attendees from fully participating in the meeting.

3. Equality Impact Assessment

The Chair introduced Rachel Kettle, Technical Adviser at NICE, who gave a presentation on NICE's commitment to advance equality and making social value judgements.

This included what factors the Committee should take into account during guideline development to advance equality.

The Committee referred to a copy of 'social value judgements – principles for the development of NICE guidance' which was tabled.

Rachel outlined the EIA findings during scoping and there was opportunity for discussion and questions.

4. Current recommendations

Rachel Kettle, Technical Adviser, gave a presentation on the recommendations from PH19 which are scheduled for update: initial enquiries, detailed assessment and interventions and services.

The Committee discussed the areas highlighted in each for consideration including current practice and specificity.

5. Framework for updating/making recommendations

Rachel Kettle, Technical Adviser gave a presentation on interpreting the evidence to make recommendations. This included quality of the evidence and trade-off between benefits and harms of an intervention and trade-off between economic considerations and resource use.

The committee had the opportunity to discuss what had been presented and ask any questions.

6. Resource Impact Assessment

The Chair introduced Kate Moring, Business Analyst at NICE who provided an overview of the role of the Resource Impact team and how resource impact is considered both during guideline development and at publication.

The Committee were advised on what is considered to be 'substantial' resource impact

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and making 'do not do' recommendations.

The committee had the opportunity to discuss what had been presented and ask any questions.

The Chair thanked Kate for her contribution to the meeting.

7. Developing public health guidance: the role of the editor

The Chair introduced Annette Mead, Senior Medical Editor at NICE who outlined the editing process in guideline development and how the editor can help the Committee when drafting recommendations.

The Committee were asked to provide expert input on the refreshed recommendation. This included clarification on terminology and schemes which were now defunct.

The Chair thanked Annette for her contribution to the meeting.

8. Finalise and sign-off refreshed recommendation 4

The Chair introduced Nicki Mead, Technical Analyst at NICE, who worked with the Committee to refresh recommendation 4 on 'returning to work' to ensure the recommendation is still current and applicable today.

The Committee advised on terminology queries and agreed that they would like further information on current practice and what financial incentives are available for returning to work before finalising this recommendation.

9. Summary of literature search

The Chair introduced Thomas Hudson, IS Lead at NICE, who gave a presentation on the literature search and the database and website sources used.

The Chair thanked Thomas for his contribution to the meeting.

10. Evidence review: presentation and discussion of findings of RQ 1

Nicki Mead, Technical Analyst presented evidence review A to the group which looks at 'reducing recurrent short-term sickness absence'.

This included an overview of the PICO, GRADE method and risk of bias considerations. Nicki presented the results using forest plot, GRADE and sub-group-analyses.

The Committee discussed the overall lack of evidence and considered that expert testimony could be used to address the gap. The NICE team agreed to take this

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forward.
11. Recommendation development (new or updated)
<p>Nicki Mead, Technical Analyst asked the Committee to consider the new evidence to determine whether any changes should be made to the current recommendations and why.</p> <p>The Committee were asked to flag any differences or variations between the current recs and current practice which should be taken into account when considering resource impact.</p> <p>The Committee discussed as a group and gave their views on how this work should be taken forward.</p>
12. Summary & Next Steps
<p>The Chair recapped what had been covered throughout the day and confirmed the agenda for the next day.</p>
13. Any other business
None.

Date of next meeting: 21/09/2018

Location of next meeting: Manchester, NICE offices