

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

Date: 12/12/2018

Location: Manchester

Minutes: Final

Committee members present:	
Paul Lincoln (Chair)	(Present for notes 1 – 12)
Ralph Bagge (Vice Chair)	(Present for notes 1 – 12)
Ann Williams	(Present for notes 1 – 12)
Amanda Sowden	(Present for notes 1 – 12)
Rashmi Shukla	(Present for notes 1 – 12)
Judith Hooper	(Present for notes 1 – 12)
Mark Gabbay (Co-optee)	(Present for notes 1 – 12)
Kaveh Asanti (Topic expert)	(Present for notes 1 – 12)
Louise Thomson (Topic expert)	(Present for notes 1 – 12)
Rob Allan (Topic expert)	(Present for notes 1 – 12)
Gwenllian Wynne-Jones (Topic expert)	(Present for notes 1 – 3 and 6 -12)
Lorna Young (Topic expert)	(Present for notes 1 – 12)
Colin Ellis (Topic expert)	(Present for notes 1 – 12)

In attendance:		
Robby Richey	Technical Adviser	(Present for notes 1 – 12)
Nicki Mead	Technical Analyst	(Present for notes 1 – 12)
Danielle Conroy	Project Manager	(Present for notes 1 – 12)
Lise Elliott	Programme Manager	(Present for notes 1 – 7)
Lesley Owen	Health Economic Adviser	(Present for notes 1 – 7)
Justine Karpusheff	Guideline Commissioning Manager	(Present for notes 1 – 10)
Matthew Taylor	Health Economist	(Present for notes 5 and 6 only)

PHAC 4 minutes

Elizabeth Bell	Health Economist	(Present for notes 1 - 6 only)
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Apologies:

Neil Wood	Public Health England Technical Advisor
Jennifer Roberts	Core member
Nayab Nasir	Topic expert
Sarah Willett	Associate Director
Obaghe Edeghere	Core member

1. Welcome, apologies, introductions and objectives for the meeting

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

The Chair informed the Committee that apologies had been received. These are noted above. The Chair explained that Rob Hampson had resigned from his position and thanked him for his contribution. Rashmi Shukla, a new core Committee E member was introduced to the group and all Committee members and attendees introduced themselves.

The Chair outlined the objectives of the meeting which were to hear and discuss the qualitative evidence and remaining quantitative evidence for review question 3, hear an update on the health economics, agree on questions for expert testimony and drafting 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 new interests since the last meeting.

No new interests were declared.

3. Minutes from the last meeting

Apart from a minor correction the minutes were signed off as accurate account of meeting 3.

4. Evidence review: presentation and discussion of qualitative findings of Review Question 3

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Nicki Mead, Technical Analyst presented the findings of the qualitative review for review question 3: facilitating return to work from long-term sickness absence and reducing risk of recurrence.

This included how the evidence had been selected, PICO, a summary of the methods used and results of the included studies. The fit note, employee assistance programmes, workplace adjustments and policies were covered.

The Committee had the opportunity to discuss what had been presented and ask questions. This included the importance of the workplace environment and employer engagement with staff.

5. Evidence review: presentation and discussion of remaining quantitative findings of Review Question 3

Further to the last meeting Nicki Mead presented the remaining findings of the quantitative review for review question 3: facilitating return to work from long-term sickness absence and reducing risk of recurrence.

The results of the RCTs and observational studies were presented and Committee had the opportunity to discuss the findings and ask questions. There was concern about generalisability and relevance of some of the studies.

6. Health Economics update

The Chair introduced Mat Taylor, York Health Economics Consortium who presented an update of the cost-effectiveness review and economics model.

The Committee had the opportunity to discuss what had been presented and ask questions. This included the model results from real life case studies and caveats to the results and model structure.

The Chair thanked Mat for his contribution to the meeting.

7. Recommendation development

Nicki Mead and Robby Richey, Technical Adviser led the Committee discussion on the evidence presented today in terms of making draft recommendations based on the conclusions made.

It was noted that published evidence is very limited and therefore expert testimony may help to draft recommendations in areas which had not yet been covered.

8. Recommendation development

The Committee continued to draft recommendations including possible areas for

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research.

9. Discussion of evidence gaps and requirements for expert testimony

Nicki Mead provided an update on expert testimony and confirmed who will be attending PHAC 5 and led the discussion on what questions would be most appropriate to put to these experts.

Other possibilities for expert testimony were discussed and the committee agreed to provide the NICE team with relevant contact details but also acknowledged that it may not be possible to arrange additional testimony at this late stage.

10. Reminder of DOI process

Danielle Conroy, Project Manager, reminded the committee of NICE's Conflict of Interest Policy and what is expected from them in terms of declarations before and at each meeting.

The Chair thanked Danielle for her contribution to the meeting.

11. Summary & Next Steps

The Chair summarised what had been covered throughout the day and outlined the next steps in advance of the final in-development meetings on 7 and 8 February 2019.

12. Any other business

Apologies for February were noted in advance from Amanda Sowden and Mark Gabbay.

Date of next meeting: 07/02/2019

Location of next meeting: Manchester, NICE offices