

<b>KIRKLEES HEALTH &amp; WELLBEING BOARD</b>	
<b>MEETING DATE:</b>	<b>25<sup>th</sup> September 2025</b>
<b>TITLE OF PAPER:</b>	<b>Kirklees Healthy Working Life Programme</b>
<b>1. Purpose of paper</b>	To update the Board on progress with developing the Kirklees Healthy Working Life programme.
<b>2. Background</b>	<p>Poor health is as a key driver of economic inactivity across the UK. This is also recognised in the Kirklees Inclusive Economy Strategy 2025, which was discussed by the Board in January 2025. The Strategy recognises that</p> <p><i>Levels of economic inactivity have increased rapidly in recent years, linked to poor health and wellbeing. Tackling this challenge is vital not only to individual wellbeing but also to addressing skills shortages and increasing productivity<sup>1</sup></i></p> <p>Appendix 1 provides a brief summary of economic inactivity and health issues.</p> <p>The Get Britain Working White Paper, published by the Government in 2024, acknowledged that existing national support mechanisms have largely failed to tackle this issue or provide effective support for people in work with health conditions to avoid falling out of the labour market. West Yorkshire was selected for two key national programmes to pilot new approaches to tackling these issues:</p> <ul style="list-style-type: none"> <li>• the Health and Growth Accelerator, ('Accelerator') programme which is being managed by the West Yorkshire Integrated Care Board (ICB), which focuses on offering personalised tailored support for people with health conditions and disabilities to access or keep good quality work.</li> <li>• the Economic Inactivity Trailblazer is focused on supporting economically inactive residents and employers and is being managed by the West Yorkshire Combined Authority.</li> </ul> <p>The delivery of these programmes is managed through the West Yorkshire "Healthy Working Life" programme (<a href="#">link</a>). Across WY the programme has been managed via the WY Healthy Working Life Programme Board and a recently established Healthy Working Life Strategic Board. This joint programme commenced in April 2025 and is initially funded until the April 2026. The work directly supports the vision of the West Yorkshire 'Work, health, and skills plan' (<a href="#">link</a>), which aims for West Yorkshire to have the healthiest residents and workforce in England by 2040.</p> <p>The overall objective of the Healthy Working Life programme is to tackle health-related economic inactivity, improve population health outcomes, and increase economic growth. The target for the Accelerator and Trailblazer funded programmes is to support 1,300 more people to be economically active through health-oriented interventions compared to a scenario without these programmes.</p> <p>Appendix 3 details the schemes being delivered within Kirklees, funded by the Accelerator and Trailblazer allocations, of £1.3m and £600k respectively. The approach taken has been to view</p>

<sup>1</sup> <https://democracy.kirklees.gov.uk/documents/s64957/Kirklees+Inclusive+Economy+Strategy.pdf>

these allocations as a single 'pot' in Kirklees to promote truly integrated approach that a coordinated, joined-up delivery of work, health, and skills support.

The target for the initiatives funded through the combined Kirklees pot is to help 273 people who are, or are at risk of becoming, economically inactive due to ill health, to remain or become economically active.

Kirklees has also been allocated £224k from the Accelerator specifically for social care and health workforce support, and in addition there are a range of West Yorkshire wide initiatives being developed.

Oversight for this work in Kirklees is provided by a local programme board involving the local authority, VCSE organisations, the University, and ICB colleagues.

### **3. Proposal**

The Board is asked to

- support the implementation of the Kirklees Healthy Working Life programme and
- endorses the approach of adopting an integrated approach that provides coordinated, joined-up delivery of work, health, and skills support.

### **4. Financial Implications**

The schemes outlined in this paper and the presentation to the Board are fully funded from the allocations for the Accelerator and Trailblazer.

Further announcement on the future of these funding streams are expected from Central Government in the Autumn.

### **5. Sign off**

Rachel Spencer-Henshall, Director of Public Health

Steve Brennan, Kirklees Director of Partnership Development. West Yorkshire ICB

### **6. Next Steps**

The Healthy Working Life programme will continue to roll out and become fully operational during September 2025.

The schemes will contribute to the national, regional and local evaluation to inform the future provision of support to individuals and organisations to reduce levels of health-related economic inactivity, improve population health outcomes, and increase economic growth.

### **7. Recommendations**

The Board supports the implementation of the Kirklees Healthy Working Life programme and endorses the approach of adopting an integrated approach that provides coordinated, joined-up delivery of work, health, and skills support.

### **8. Contact Officer**

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Phil Longworth, Programme Manager, Kirklees Healthy Working Life Programme



## **Appendix 1 Economic inactivity and health**

According to internationally agreed definitions, people in the labour market fall into one of 3 groups: employed, unemployed and economically inactive. *Economically inactive* people are those without a job who are not actively looking for work – including students, people with caring responsibilities and those who have retired before the state pension age.

Poor health, including mental health, is now recognised as the key driver of economic inactivity. Research by The Health Foundation<sup>2</sup> as part of the Healthier Working Lives Commission showed that

- 8.2 million working-age (16-64) UK residents reported with work-limiting health conditions in 2023, of which
- 4.0 million were economically inactive, up 24% from 3.2 million in 2013
- 3.9 million were in employment, up 64% from 2.4 million in 2013
- 340,000 were unemployed (i.e. actively seeking and available for work but unable to find a job).

Workers with work-limiting health conditions face an increased risk of leaving the labour market; in the UK between 2014-2023 around 300,000 workers each year became economically inactive with a work-limiting health condition. Over this period 1 in 9 workers with a work-limiting health condition left the workforce each year, compared to 1 in 30 without a health condition.

People with multiple conditions are at greater risk of leaving the labour market (with the risk increasing when combined with some additional protected characteristics) and poor mental health makes people nearly twice as likely to leave work compared to those with good mental health.

The UK is the only major economy that has seen its employment rate fall over the last 5 years, reversing the previous long-run trend of declining rates of economic inactivity. This has been driven predominantly by a rise in the number of people out of work due to long-term ill health. 27.9% of this cohort are inactive as a result of long-term sickness, increasing from 22.7% in 2018.

In Yorkshire and Humber, of those economically inactive due to long term sickness, 51% are aged 50 to 64 years old, 42% are aged 25 to 49 and 7% are aged 16-24. The latter cohort, whilst relatively small in absolute terms, is growing most rapidly

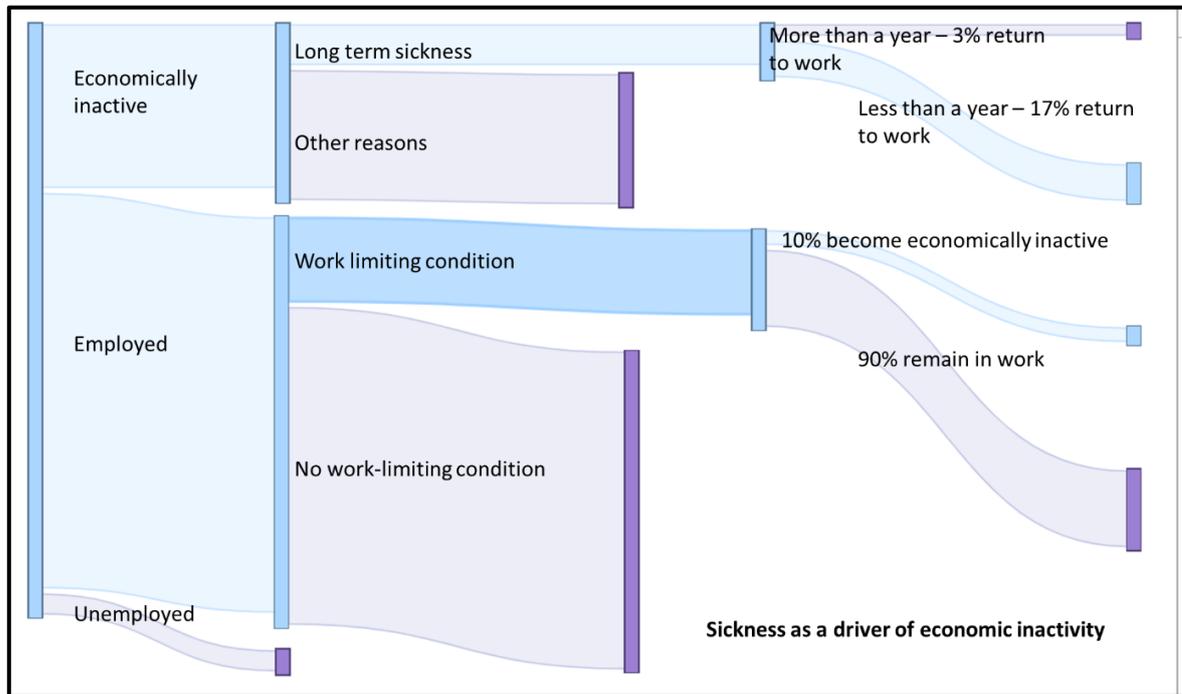
Mental health, musculoskeletal conditions and cardio-metabolic conditions are the biggest drivers of sickness-related economic inactivity at UK level. The number of workers aged 16–34 years stating that their mental health limits the type or amount of work they can do has more than quadrupled over the past ten years. Neurodiversity and the need for more neuroinclusive workplaces is also a key factor - just 3 in 10 of autistic working age people are in employment.

38% of economically inactive residents reported having five or more health conditions, suggesting that those who are inactive because of long-term sickness have increasingly complex and inter-related health issues.

For those 300,000 UK residents falling out of the labour market due to work-limiting health conditions, the timing of any support intervention is critical. Whilst 17% of this cohort typically return to work within a year, the return rate falls to just 3% for those who have been inactive for more than one year, as illustrated in the diagram below:

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<sup>2</sup> Labour market flows and health, Annex 1 of 'Towards Healthier Working Lives' – interim report of the Commission for Healthier Working Lives, The Health Foundation October 2024



Source: Labour market flows and health, The Health Foundation, October 2024

Research suggests there is a bidirectional or reciprocal relationship between work and health. Employment can bring with it better incomes, financial stability, security and greater sense of purpose, which in turn can lead to healthier diets and exercise, higher living standards, and better mental health. Poor health, on the other hand, can make it harder to participate in the labour market:

- people living in areas with high employment rates are more likely to live longer in good health;
- people living in an area with higher economic inactivity are more likely to have a lower healthy life expectancy.

People who are inactive due to long-term sickness are disproportionately likely to have an employment history in lower skilled, elementary roles including in logistics/distribution, retail and hospitality sectors and also in public administration.

In Kirklees, there were 52,700 economically inactive residents in December 2024 or 19.2% of the working age population. 13,700 were inactive as a result of long-term sickness (26% of residents of working age) – below the UK average of 27.9% but slightly above the West Yorkshire average of 25.9%. It should be noted that local authority level data is drawn from the Annual Population Survey which has experienced lower than expected response rates with an impact on the statistical robustness of local level datasets. The comparable data from the 2021 Census – the only other available data source – indicates that 54,000 Kirklees residents were economically inactive at the time, and 14,600 of those were long-term sick – at 27% of the total, slightly below the West Yorkshire average of 28% in 2021.

The relationship between poverty, work and health has been highlighted in the Annual Reports by the Council’s Director of Public Health. The 2022/23 report showed that

- cost of living pressures were having a direct impact on resident’s mental and physical health, with debt and unpaid bills leading to increased stress, residents using heating less increasing levels of damp and mould and also eating less fruit and vegetables
- more people were avoiding NHS appointments because they could not afford to travel, and fewer people were taking up their NHS prescriptions, buying-over-the-counter medication or going to the dentists.

## **Appendix 2      Policy framework**

In November 2024, the Government published the *Get Britain Working White Paper*<sup>3</sup>. The White Paper argues that too many people are

- excluded from the labour market – especially those with health conditions, caring responsibilities or lower skill levels;
  - stuck in insecure, poor quality and often low-paying work, which contributes to a weaker economy and also affects their health and wellbeing
- and that there is too great a disparity in labour market outcomes between different places and for different groups of people.

The White Paper further argues that the current health and employment and skills systems are not able to address the significant increases in economic inactivity, an ageing population or an increasing prevalence of poor health. It suggests that there is insufficient focus on preventing the common health conditions, risk factors and health inequalities that limit people from engaging with work, and there is limited support to help disabled people or people with health conditions to stay in work (or get back into work quickly

At national level, the White Paper argues that the employment support system is primarily focused on managing benefits, engaging mainly with people who are unemployed and on getting them back into work as quickly as possible, rather than helping people into the right job. It also suggests that the employment support system has insufficient focus on wider issues like health, skills, childcare and transport, which play a fundamental role in supporting people to enter, stay in or get on at work.

The White Paper sets out a number of proposals to address the challenge of economic inactivity and poor health, including:

- scaling up the contribution of the NHS and wider health system to improve employment outcomes, including an ambition to create 40,000 additional elective appointments per week, recruit an additional 8,500 mental health staff within the NHS and better integrating employment support within key NHS pathways
- strengthening the role of local areas, including Mayoral Combined Authorities, in shaping an effective work, health and skills offer for local residents including the development of ‘Get Britain Working Plans’ to inform place-based approaches
- allocating £125m for eight place-based work, health and skills ‘*Trailblazers*’ to develop innovative approaches to reducing economic inactivity, including West Yorkshire; and a further £45m to fund collaboration with the NHS with prevention-focused programme to support people to stay in work that will be piloted in three areas including West Yorkshire (the ‘Health and Growth Accelerator’ programme)
- creating a new jobs and careers service to help people get into work and get on at work, combining Jobcentre Plus and the National Careers Service, with Wakefield selected as one of the pilot Jobcentre Plus areas to pilot this approach
- launching an independent review into the role of UK employers in promoting healthy and inclusive workplaces.

The West Yorkshire Combined Authority adopted the West Yorkshire Work and Health Plan<sup>4</sup> in May 2025, building on the White Paper. The Plan sets out a vision for West Yorkshire to have the healthiest residents and workforce in England by 2040; and aims to create a health and employment support system that can deliver transformational change to improve population

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<sup>3</sup> [Get Britain Working White Paper - GOV.UK](#)

<sup>4</sup> [work-and-health-plan-full-report.pdf](#)

health and wellbeing and economic outcomes. The Work and Health Plan sets out five priorities:

- strengthening health and employment systems leadership with oversight to inform better decision making across the Integrated Care Board (ICB), West Yorkshire Combined Authority, Government Departments, local authorities and the voluntary and community sector
- understanding and addressing micro, small and medium-sized business (SME) barriers to recruiting and retaining staff with health conditions and in creating healthy workplaces and a diverse workforce
- exploring the role of incentives to support more people into good quality work to help address the perceived risks for employers in employing economically inactive people, potentially including paid placement schemes and support for employment costs, as well as support and incentives for inactive residents
- continued support for the voluntary and community sector as key delivery partners and providers of holistic support and in engaging people with lived experience of economic inactivity
- network development to support peer learning, resilience and training between NHS, employment support and other stakeholders.

### ***Health and Growth Accelerator/Economic Inactivity Trailblazer***

West Yorkshire was selected to deliver two national pilot programmes linked to the Get Britain Working White Paper.

1. The *Health and Growth Accelerator*, ('Accelerator') programme which is being managed by the West Yorkshire Integrated Care Board (ICB), will focus on preventative and early intervention measures to keep people in work and reduce economic inactivity.
2. The *Economic Inactivity Trailblazer* is focused on supporting inactive residents and employers and is being managed by the West Yorkshire Combined Authority.

In total just over £20m has been allocated to the two West Yorkshire pilot programmes for 2025/26 only. The overall objective of both programmes is to tackle health-related economic inactivity, improve population health outcomes, and increase economic growth. The cumulative target at West Yorkshire level is to support 1,300 more people to be economically active through health-oriented interventions compared to a 'business as usual' scenario. The programmes are being promoted under 'Healthy Working Life' branding.

A significant proportion of the available funding has been allocated by the ICB/WYCA to support regionally commissioned initiatives including enhanced support for the health and care workforce; working with employers to develop healthier workforces and support employees to remain in work; and to fund regional employment support initiatives including Employment West Yorkshire.

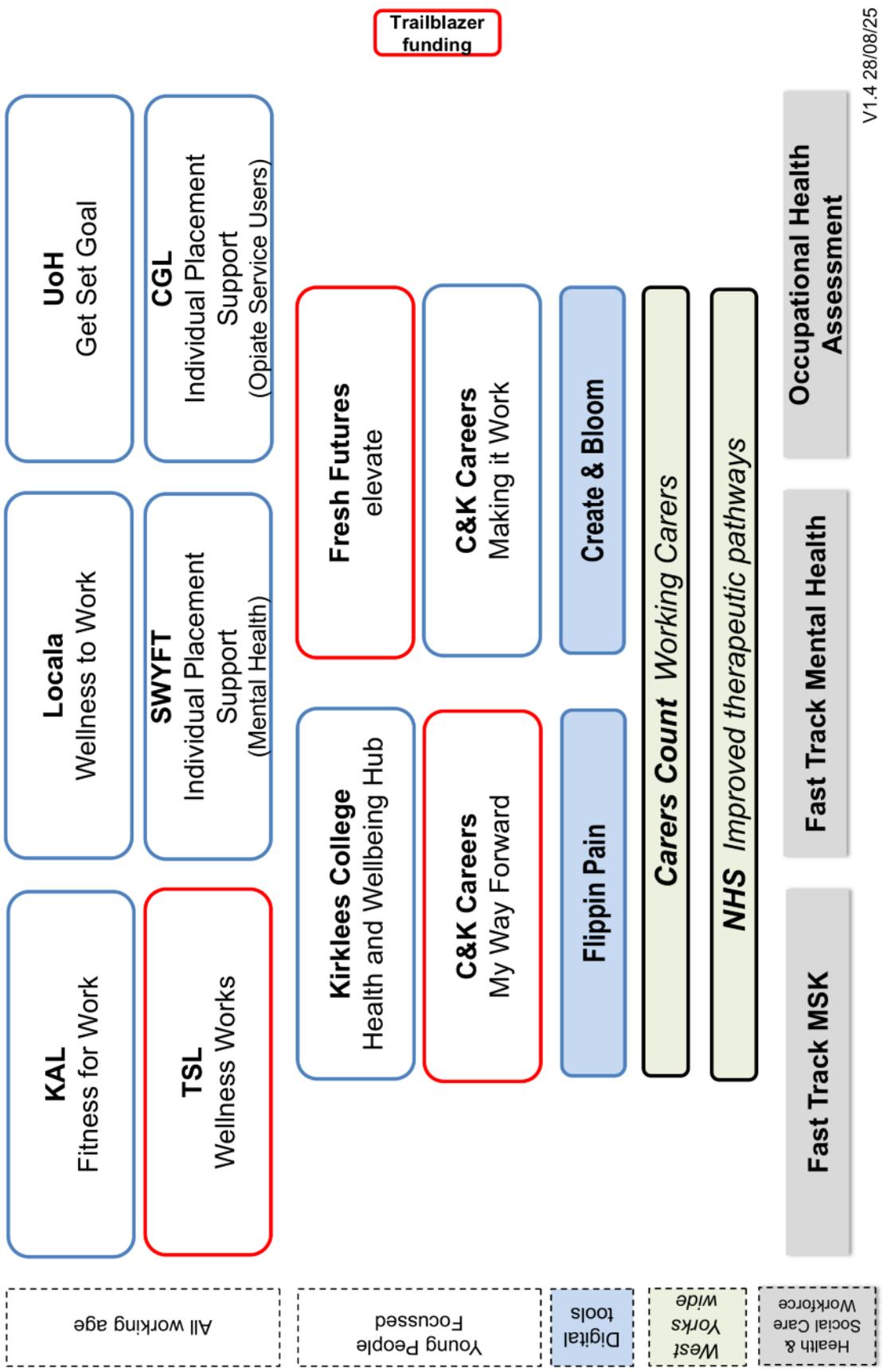
Funding has also been devolved to all five local authorities to develop locality-based Accelerator/Trailblazer programmes to tackle local needs. Combined funding of £2,134,000 has been allocated to Kirklees, comprising £1,534,000 of Accelerator funds to be managed by the ICB and £600,000 for the Trailblazer programme to be managed by the Council. The Kirklees Trailblazer programme has a target to support 200 residents who are, or are at risk of becoming, economically inactive due to ill health, to remain in work or become economically active.

It was agreed to co-develop both programmes with the ICB at an early stage in order to develop a coordinated approach, support strengthened links between local health and employment support networks and avoid potential duplication of activity. The intention is to create a single funding 'pot' albeit with separate management and accountability arrangements for each programme.

As the Accelerator/Trailblazer programmes are expected to operate for 2025/26 only it has been necessary to expedite commissioning arrangements to maximise the time available for delivery and to de-risk achievement of the outputs associated with the funding. On this basis, the ICB sought expressions of interest from existing/pre-qualified delivery partners for the Accelerator programme, balancing the extension of existing/successful prevention or early intervention initiatives with piloting new activities.



### Kirklees Healthy Working Life Programme - Schemes



Trailblazer funding

## 1. Elevate

- **Who runs it:** Fresh Futures
- **What we do:** Elevate is a service for young people aged 18 to 26. We have two main parts:
  - **Community Engagement:** This part focuses on building confidence, self-esteem, and life skills. We offer weekly activities co-designed with young people, such as yoga, gardening, and volunteering. There's also a weekly drop-in space.
  - **Employability:** This part helps young people who are furthest from getting a job, especially those with complex issues. We run one-week programmes, covering important job skills like writing CVs, practicing for interviews, and searching for jobs. We also provide life skills workshops and guest speakers, plus breakfast, lunch, and travel help. Participants get 10-day work placements and support from a dedicated worker.
- **Who we are for:** Young adults aged 18-26 years old. This includes those who are not in education, employment, or training (NEET), are unsure about what career to choose, lack confidence, or face many challenges to working, including disabilities and health conditions.

[freshfutures.org.uk/events/elevate/](https://freshfutures.org.uk/events/elevate/)

## 2. Get Set Goal

- **Who runs it:** University of Huddersfield
- **What we do:** We offer wellbeing coaching to people who might have to stop working because of their health. Healthcare students from the University provide one-on-one coaching sessions (usually up to 6). We use a coaching style to help people set and reach their wellbeing goals and make healthy changes. We can also offer workplace-based wellbeing workshops.
- **Who we are for:** Employees in various types of organisations, including small and medium-sized businesses (SMEs), independent care services, charities (VCSE), healthcare, and self-employed people who are experiencing health problems.

[hud.ac.uk/gsg/](https://hud.ac.uk/gsg/)

## 3. Individual Placement and Support for Severe Mental Illness (IPS SMI)

- **Who runs it:** South West Yorkshire Partnership NHS Foundation Trust
- **What we do:** This early implementor project brings our employment support services into selected GP surgeries across Kirklees. We help people find and keep work that suits them, based on the belief that with the right support and job match, anyone can work.
  - Our approach focuses on:
    - Matching jobs to individual preferences
    - Acting quickly to find opportunities
    - Building links with employers based on what people want to do
    - Offering tailored support for both individuals and employers
    - Providing benefits counselling
- **Who we are for:** People with severe and complex mental health needs registered at participating GP surgeries. This is part of a wider effort to extend IPS employment support in primary care across Kirklees

#### 4. Individual Placement & Support for Opiate Service Users

- **Who runs it:** Change Grow Live Kirklees
- **What we do:** Help people who are opiate users get or keep a suitable job. Change Grow Live (CGL) Kirklees already has a successful service and doesn't turn anyone away. The employment specialist will work closely with the opiates team and their clients to:
  - Help people create vocational profiles (which show their skills and job interests).
  - Find job opportunities by meeting with employers.
  - Provide support for writing CVs and preparing for interviews.
  - Work with employers to make reasonable adjustments to the workplace.
  - Offer support for the first four months once someone is in work.
- **Who we are for:** People who are opiate users and are already part of the Change Grow Live Kirklees service.

[changegrowlive.org/huddersfield#employment](http://changegrowlive.org/huddersfield#employment)

#### 5. Kirklees College Health and Wellbeing Hub

- **Who runs it:** Kirklees College
- **What we do:** Kirklees College is setting up a central health and wellbeing hub at Kirklees College sites. The aim is to help students live healthier lives and make lasting changes to manage health conditions that might stop them from getting or keeping jobs. The hub brings together health education, direct healthcare services, and partnerships with the NHS and other health services. The hub will offer:
  - Targeted help for students whose health is a barrier to employment.
  - On-campus health services like health checks, counselling, and screenings.
  - Supported inclusive work opportunities.

We will also encourage health programmes to be included as part of college courses, introduce digital resources and training for staff, and build partnerships between the college, NHS, local council, businesses, and other support services.

- **Who we are for:** Students enrolled at Kirklees College with health conditions that make it hard to find or keep a job.

[kirkleescollege.ac.uk/supporting-you](http://kirkleescollege.ac.uk/supporting-you)

Student Services: [studentservices@kirkleescollege.ac.uk](mailto:studentservices@kirkleescollege.ac.uk)

#### 6. Making It Work

- **Who runs it:** C+K Careers
- **What we do:** We work with young people aged 16-25 who already have a job or are about to start one and are experiencing health or mental health issues. We support them in settling into their new work environment and staying successfully employed. We offer in-depth, all-round support through one-on-one and group sessions to help with:
  - Building confidence and resilience.
  - Managing work-based pressures and creating a healthy work/life balance.
  - Understanding workplace expectations, employee rights, and responsibilities.
  - Building good relationships with colleagues.
  - Searching for and finding other jobs if needed.
  - Access to wellbeing and mindfulness resources.

- Speaking up for participants when needed.
- Setting up peer mentoring (where people help each other).
- **Who we are for:** Young people aged 16-25 who are employed (or have a start date) but are at risk of stopping work, especially because of health or mental health issues.

[ckcareers.co.uk](http://ckcareers.co.uk)

## 7. My Way Forward

- **Who runs it:** C+K Careers
- **What we do:** We work with young people aged 16-25 who not in education, employment or training (NEET) and are experiencing health or mental health issues. We help them address and stabilise health issues, build aspirations to work, and get ready for other job support programmes. We offer tailored, all-round support, including:
  - One-to-one sessions with a key worker and regular group sessions.
  - Activities to build confidence, motivation, and resilience.
  - Help with voluntary work.
  - Support to access health services and claim work-related benefits.
  - Help to get basic skills or job-specific training.
  - Access to wellbeing and mindfulness resources and peer mentoring.
  - For some participants, direct job support, including exploring job and training options, job searching, CV writing, and interview practice.
- **Who we are for:** Young people aged 16-25 who are not working and are a long way from getting a job, especially because of health or mental health issues.

[ckcareers.co.uk](http://ckcareers.co.uk)

## 8. Fitness for Work

- **Who runs it:** Kirklees Active Leisure (KAL)
- **What we do:** This is a bespoke, easy-to-access structured exercise programme. We offer a 12-week guided exercise programme that also helps you change habits and build confidence. After the programme, you can join KAL's "Active Movers" membership and get continued support. You can be referred by someone or refer yourself through a dedicated website.
- **Who we are for:** People who are
  - Currently out of work due to ill health
  - Had sickness from work due to ill health for more than 7 days in the last 6 months.
  - At risk of falling out of work due to ill health

[kal.org.uk/health-wellbeing/fitness-for-work](http://kal.org.uk/health-wellbeing/fitness-for-work)

## 9. Wellness Works

- **Who runs it:** Third Sector Leaders Kirklees (TSL)
- **What we do:** We work with local charities and community groups that help people who might lose their job, have recently lost it, or are struggling to get a job because of their health issues. The local community-based organisations:
  - Train "Community Champions" to reach out to people.
  - Act as "Community Anchors" in different areas to create health hubs, find local services, support local groups, and connect with health projects.
  - Provide support to individuals for 6 months through 'key workers', which includes checking needs, making plans, referring to personalised help (for wellbeing, benefits, jobs, etc.), reviewing progress, and helping people make changes.

- Help local charities to develop schemes to improve health and work, get funding and work together.
- Offer an inclusive volunteering programme.
- **Who we are for:** Individuals specifically at risk of losing employment or who have recently become unemployed or inactive due to health reasons.

[tslkirklees.org.uk](http://tslkirklees.org.uk)

## 10. Small Grants Programme

- **Who runs it:** Third Sector Leaders Kirklees & One Community Foundation
- **What we do:** This programme gives small grants to local charities and community groups. The goal is to help them create new, community-focused projects. We especially want groups working on health and wellbeing to work together with groups helping people find jobs, so we can offer better, combined services. This grant programme is managed by TSL and One Community Foundation.
- **Who it's for:** All people in Kirklees aged 18-64 who are not working or are at risk of stopping work, and the community-based organisations working with them.

[tslkirklees.org.uk](http://tslkirklees.org.uk)

## 11. Wellness to Work

- **Who runs it:** Locala Health and Wellbeing
- **What we do:** We start with a personalised check-up to find out what's stopping you from working, and to better understand your needs and motivations. You'll then work with a dedicated Employment Navigator and health professional to create your personal action plan, based on clear, realistic, achievable steps. This plan will be your guide to getting into work and will include learning to manage your own health and wellbeing. Your Employment Navigator will work with you from beginning to end, offering post-employment support developing a 3 or 6-month supported pathway. We will also connect you to partners like Get Set Goal, Kirklees Active Leisure (KAL), Kirklees College, and Third Sector Leaders (TSL) if these will suit your needs.
- **Who we are for:** All people in Kirklees aged 18-64 who are not working.

[locala.org.uk/services/wellness-to-work](http://locala.org.uk/services/wellness-to-work)

## 12. Flippin Pain

- **Who runs it:** Cora Health
- **What we do:** Pain is a huge problem for the UK; and the spread of misinformation can be a huge barrier to effective care and positive progress. Learning more about pain can change the way people see and treat persistent pain: it can reduce the fear around it and change how pain feels.  
Very little of the discoveries made around pain have filtered down to the people and professionals that need them most. Those struggling deserve better: and Flippin' Pain is here to help.  
Flippin' Pain is a public health movement that shares the latest science of pain, through:
  - a digital activation programme for people living with persistent pain, 'Why We Hurt': a series of videos, downloadable materials and interactive tasks that explains the science of pain in a fun, engaging way.

- upskilling professionals, particularly in primary care, to support people with persistent pain
- **Who we are for:** Anyone living with persistent pain (often called 'chronic' or 'long-term' pain), and any professional who works with people struggling.

[flippinpain.co.uk](http://flippinpain.co.uk)

### 13. Supporting working Carers

- **Who runs it:** Carers Count Kirklees and Cloverleaf Advocacy.
- **What we do:** Help employers identify, engage, support, and retain working carers within their workforce. We provide practical guidance, tools, and resources to help organisations create carer-friendly workplaces where employees balancing work and caring responsibilities can thrive.
- **Who we are for:** Employers who are just starting to explore this area or looking to strengthen existing support, we're here to help you build a more inclusive, supportive, and productive working environment.

[carerscountkirklees.org.uk](http://carerscountkirklees.org.uk)