

Report to:	HEALTH AND WELLBEING BOARD
Date:	20 September 2018
Executive Member / Reporting Officer:	David Berry, Head of Employment and Skills
Subject:	TAMESIDE HEALTH AND EMPLOYMENT
Report Summary:	Good health or management of health conditions is essential for economic growth and supporting our residents to access employment. Integrating the health, work and skills systems is essential to achieve improved outcomes. This report provides the Board with an update on successes in the last 12 months and a forward looking action plan setting out opportunities to integrate work and health services.
Recommendations:	The Health and Wellbeing Board is requested to: <ol style="list-style-type: none"> 1. Note the employment initiatives taking place in GM and Tameside recognising the work that has taken place to date to integrate work, skills and health services. 2. Consider and comment on the Health and Employment Action Plan 2018 and actively support delivery.
Links to Health and Wellbeing Strategy:	This report delivers specifically to the working well strand of the strategy.
Policy Implications:	This work has implications for the longer term health and work system economies in reducing demand through improved levels of health. This work is also designed to provide improved patient experience and access.
Financial Implications:	There are no direct financial implications arising from this report.
(Authorised by the Section 151 Officer)	
Legal Implications:	The successful integration of work, skills and health services is essential to achieving the Greater Manchester Growth Strategy and reform of Health and Social Care. Effective integration will improve services for residents and reduce public spend on high demand provision therefore reducing longer term risk of affordable and quality services.
(Authorised by the Borough Solicitor)	
Risk Management:	There are no risks associated with this report.
Access to Information:	The background papers relating to this report can be inspected by contacting – David Berry Head of Employment and Skills Tameside Council



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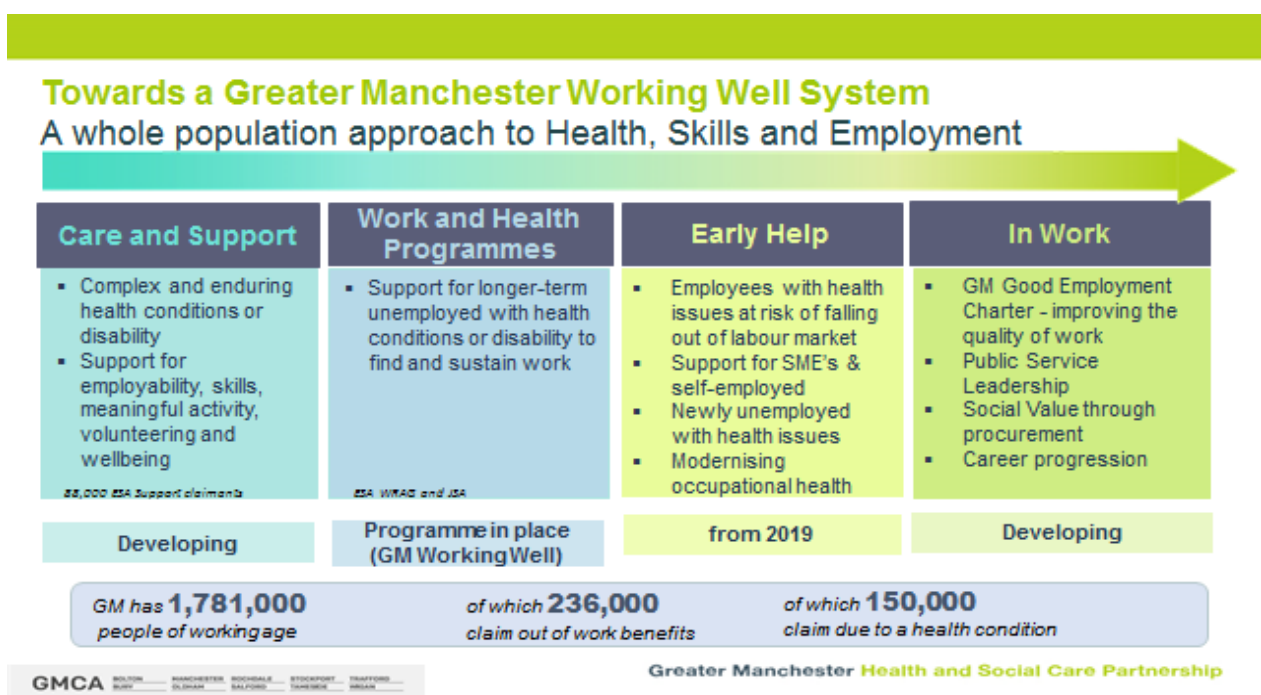
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1.0 INTRODUCTION

- 1.1 This report sets out the progress and success made in the last 12 months to integrate Health, Employment and Skills in Tameside and Glossop within the context of the implementation plan agreed by Health and Wellbeing Board in September 2017. This update is set within the context of work by the Greater Manchester Combined Authority and Health and Social Care Partnership.
- 1.2 The Health and Employment action plan 2018 aims to shape existing and future service models and commissioning strategies and is set out for the consideration of the Health and Wellbeing Board (HWBB) at section 3.3 of this report. Our work supports the delivery of the GM Population Health Plan Live Well objective: *To build and test an approach to work and health that improves the integration and alignment of health, employment and other services.*
- 1.3 The Health and Wellbeing Board is asked to note the progress achieved to date and consider the plans and opportunities to deliver further integrated work and health services.
- 1.4 Our core focus for developing services and achieving outcomes includes:
- Supporting residents who are economically inactive on Employment Support Allowance (due to ill health) into work (11,900 Tameside). The majority of this group have identified mental health or behavioural disorders as their primary condition.
 - Supporting residents who are at risk of becoming unemployed due to health conditions to stay in work. Tameside has 295 new claimants each month (with health conditions being a factor to becoming newly unemployed).

2.0 GREATER MANCHESTER LEVEL

- 2.1 The Greater Manchester Combined Authority (GMCA) and Greater Manchester Health and Social Care Partnership continue to drive forward a programme of Devolution work that Tameside (indirectly through knowledge and learning in Glossop) can continue to benefit from through proactive involvement and integration.
- 2.2 This work is set out in the diagram below as a co-ordinated GM offer is put in place across the entire system working in conjunction with local activity:



2.3 Two core elements of the Working Well system have progressed significantly since September 2017:

- **Working Well Work and Health Programme** – Started in February 2018 providing a service to 22,000 GM residents with health conditions or long term unemployed up to 2024 (contract value £52m). The service is delivered by Ingeus in Tameside and provides 15 months of tailored key worker support followed by 6 months of in-work support. Tameside Council's Employment and Skills (E&S) team were involved in the design, development and procurement of the programme.
- **Working Well Early Help** – this is currently being procured now with an implementation date of February 2019. The service will work with GPs and Small Medium Enterprises (SMEs) to provide a wrap-around service to support employees who seek a Fit Note from their GP to stay in work with rapid access to occupational health support. The Service will also work with Job Centre Plus to support those newly unemployed due to ill health. In Tameside we have commitment from Hyde GP neighbourhood to provide referrals utilising the Social Prescribing model. The service is estimated to work with around 11,000 GM residents with a contract value of £6m. Tameside Council's Employment and Skills and Public Health Teams have been involved in the design and development phases and Employment and Skills are involved in the procurement of the programme.

2.4 GM is also at an early stage of engagement on a **Specialist Employment Service** for adults with a disability valued at £4m. We are committed to supporting this work and developing options.

3.0 HEALTH AND EMPLOYMENT ACTIVITY IN TAMESIDE

3.1 The multi-agency Health and Employment Strategy Group (HESG) was established in 2017 to provide strategic leadership and support operational decision making with regards to health and employment projects. The HESG has lead and co-ordinated the following successes:

- **Established the multi-agency HESG** - developing stronger relationships across systems to create additional activity and provide a robust mechanism for leading health and employment projects.
- **101 days for Mental Health (Living Well)** – the Employment and Skills team have worked with Public Health and Clinical Commissioning Group to secure 3 employment workers in the proposed Living Well mental health model. Within this design phase the provision for residents with both mental health and substance misuse issues will be a key area of focus as this has acted as a major barrier for employment. The quality of communication and integration between patient, mental health and work and skills services will also be a key focus in design discussions. Employment and Skills are part of the multi-agency 101 day design team for this work further evidencing the strengthened relationships and shared learning in the design of future integrated services.
- **Implemented Working Well Work and Health Programme (WHP)** – the WHP has been successfully implemented in Tameside and integrated into our existing local Integration Board. This programme will support an estimated 2,000 Tameside residents upto 2024.
- **Working Well WHP External Local Signposting Organisation (ELSO) route** – The ELSO route enables Tameside residents to access the WHP from referral routes other than the Jobcentre. This is important as it takes the identification of support away from benefit type or length of time unemployed and allows us to identify and refer from health services. We have chosen the Hyde GP Neighbourhood area to identify 100 patients (number could increase) from September 2018 who would benefit from 15 months support on the WHP. This provides a direct replacement for the Healthy Hattersley

Pilot (2016), at no cost to Tameside, to build on the knowledge and practice developed by GP practices in delivering a key role in the health and work system. The Social Prescribing network will facilitate patients' access to WHP demonstrating excellent integration across our new provision.

- **Procurement of Working Well Early Help** – Hyde GPs have informed the design of the GM programme and Tameside is heavily involved in the procurement of a provider.
- **WORKPLACEHEALTH Challenge Fund submission** – A bid for £229k has been made to the national Work and Health Unit Challenge Fund. Tameside Council is the lead with Pennine Care's Health and Wellbeing (HW) College as provider. The proposal would extend the successful HW College model to employers and their employees with increased opening hours and an online offer. The aim is to support employees with mental health issues to access educational peer led provision before they require fit notes. Evidence suggests 1 in 3 employees in the UK suffering from mental ill health are hidden. The outcome of our bid will be known in late September; only 20 projects nationally are expected to be funded. The bidding process was extremely short, our proposal represents the strong relationships that have developed to create and innovate in the field of work and health services.
- **Tameside and Glossop Inspiring Digital Enterprise Award (iDEA)** – iDEA is a gamified learning platform teaching digital and enterprise skills to all ages and abilities. The Council is implementing a Tameside and Glossop promotion plan to get residents and staff using the free digital skills platform developed by the Duke of York's office. It aspires to be the digital and enterprise skills equivalent of the Duke of Edinburgh's Award, giving learners a recognised award that they can use to 'badge their brilliance' and enhance CVs and job/learning applications. Tameside believes that raising digital skills levels in our population will unlock economic growth and opportunities for residents, enable residents to achieve interesting and rewarding careers, and alleviate the effects of social exclusion in areas like Universal Credit, accessing digital health self-management tools, and reducing isolation. We aim to develop the capabilities of iDEA to support health management, at a recent Partnership Engagement Network our aim was validated through consultation. We are supporting the Duke of York's office to engage with the Department of Health to develop a health related badge. This initiative also demonstrates the delivery of the work and skills agenda across the full health economy of Tameside and Glossop.
- **Social Prescribing offer** – We have supported the integration of the Social Prescribing offer with work and skills providers. We have also integrated Social Prescribing into our pathways such as WHP ELSO (see above).

The work below has also been delivered in 2018 and will be incorporated within the 2018 action plan:

- **Tameside Workplace Health Improvement programme** - This programme is funded and delivered by Population Health and Environmental Health, Tameside MBC. It continues to enable local employers to support and protect the health of employees through advice and guidance about lifestyle, health and safety, NHS and Council services and local support.

3.2 The 2017 implementation plan is set out in full detail at **Appendix A**. We have performed strongly in the last 12 months. Influencing effective commissioning is our main area of development and has been included in 2018 action plan.

3.3 The proposed action plan for 2018 is below for approval. This plan sets a SMART approach for delivery over the next 12 months and will develop as appropriate to external factors and resource and capacity available. The views of the Health and Wellbeing Board are welcome in setting the direction and focus of our work. The plan is intended to be flexible adapting to opportunities to access resource and provide both a strategic and operational mix of activity.

Appendix A 2018 Tameside H&E Strategy group Action Plan					
Ref	Item	Lead(s)	Sponsor	Outcome	Deadline
1	Influence the commissioning of future contracts to support the integration of health and employment and setting in place a timetable and process to implement our ambitions around commissioning.	Trevor Tench Ian Bromilow Alison Lewin Richard Scarborough	Jess Williams	Social value (employment/volunteering/employment conditions/training/procurement) outcome measures including in contracts	Sep-19
2	Develop the offer of the Neighbourhood Approaches in the Borough (Early Help, Health and Integrated Neighbourhood Services) to include operational work and skills delivery	David Berry Chris Easton Kate Benson Debbie Watson	Trish Kavanagh	Build integration with employment and skills into the models	Sep-19
3	Implement the External Local Signposting Organisation (ELSO) pathway between Hyde GPs and Ingeus	Dave Berry	Jess Williams	Enable 100 patients to access the Work and Health Programme	Sep-18
4	Implement the Working Well Early Help programme in the Hyde Neighbourhood February 2019 following the procurement of a provider in 2018, utilising and developing the existing TMBC Workplace Health offer	Dave Berry	Dr Jeanelle De Gruchy	Begin taking referrals from Hyde GPs, JCP (Ashton and Hyde) and employers (borough wide)	Feb-19
5	Engage in the 101 day Mental Health design and deliver x3 mental health employment workers within the Living Well model	Dave Berry	Jess Williams	x3 mental health workers recruited and providing service as part of new mental health approach in Tameside and Glossop	Nov-18
6	Deliver Inspiring Digital Enterprise Award in Tameside and Glossop with option to develop health related badges	David Berry	Jess Williams	Sign up 1500 residents to start iDEA badges and explore the creation of a health badge	Sep-19
7	Update on progress and gain system wide support via report to September 2019 Health and Wellbeing Board	David Berry Anna Moloney	Dr Jeanelle De Gruchy	Achieve system wide buy-in for our plans, remove identified barriers	Sep-19
8	Develop work and skills offer for Tameside and Glossop health footprint where GM or Tameside employment offers restrict delivery	Dave Berry Elaine Richardson	Jess Williams	Clear approach to how we can utilise our work across the full health footprint	Sep-19
9	Engage in development of a Greater Manchester Specialist Employment Service (disability)	Dave Berry	Steph Butterworth	Develop options and support potential design of GM Specialist Employment Service	Sep-19
10	Deliver the WORKPLACEHEALTH programme <i>if successful in bid to Challenge Fund</i>	Dave Berry	Jess Williams	Extend Health and Wellbeing College provision to employees by extending opening times and providing online courses	Feb-20

4.0 GOVERNANCE

4.1 The development of Tameside health and employment integration will be strategically and operationally taken forward in the following governance groups.

Strategic

- Health and Wellbeing Board and Prosperous Board

Operational

- Health and Employment Strategy Group, Working Well Integration Board and System Wide Self Care Oversight Group

5.0 RECOMMENDATIONS

5.1 As set out on the front of the report.

Appendix A

2017 Implementation Plan Final Outcomes

Appendix A 2017 Tameside H&E Strategy group Implementation Plan							
Ref	Item	Lead(s)	Sponsor	Outcome	Status	Update 23/08/18	Deadline
1	Develop state of readiness document for GM Working Well Early Help Project - and review the wider Tameside and Glossop and infrastructure	David Berry	Jess Williams	Understand our strengths, areas for improvement, assets and capacity	Complete	Complete, Tameside rated positively by GM Team to take part in pilot.	Jun-17
2	Deliver the Healthy Hattersley Pilot and produce end evaluation and utilise existing learning	David Berry	Robin Monk	Proof of concept pilot delivered integrating health and work services	Complete	Complete, will be used to inform future business cases.	Sep-17
3	Formally engage in the GM Working Well Early Help Project design and procurement to deliver in 2018	David Berry Anna Moloney	Jess Williams	Influenced design of service and strengthened local infrastructure to deliver H&E	Complete	Ask and Offer submitted resubmitted in June following comments from GM. David Berry is on the procurement team which began in April and will take place over the Summer.	Jun-18
4	Review the Tameside Integration Plan / Ask and Offer Work and Health Programme and continually consider improvements	David Berry	Jess Williams	Enhance existing delivery of Working Well provision and future WHP	Complete	Work and Health Programme referrals are currently acceptable. ELSO route has been agreed at GM level, ready to begin local implementation.	Mar-18
5	Review how we can influence the commissioning of future contracts to support the integration of health and employment and setting in place a timetable and process to implement our ambitions around commissioning. Review upcoming single commissioning contracts and consider how employment and skills can be integrated into delivery and outcomes	Trevor Tench Ian Bromilow Alison Lewin	Jess Williams	Drive a systemic approach to integrating H&E	In progress	Activity has included a discussion with the Primary Care DIG to explore opportunities. Employment and Skills Project Manager appointed in August 2018 who will provide extra capacity to this work in collaboration with the Single Commissioning Team. This action is carried forward into the 2018 action plan.	Apr-18
6	Influence and engage in the design and implementation of the System Wide Self Care approach and Health Integrated Neighbourhood Teams to integrate H&E	David Berry Chris Easton Kate Benson Debbie Watson	Trish Kavanagh	Build integration with employment and skills into the universal model	In progress	The Social Prescribing Team have been integrated into the work and skills networks in Tameside and are creating operational links.	Ongoing Review March 2018
7	Update on progress and gain system wide support via report to September Health and Wellbeing Board	David Berry Anna Moloney	Jess Williams	Achieve system wide buy-in for our plans, remove identified	Complete	Received invite to 20th September Board.	Sep-17
8	Develop approach to Tameside and Glossop health footprint where GM or Tameside employment offers restrict delivery	Dave Berry Elaine Richardson	Jess Williams	Clear approach to how we can utilise our work across the full health footprint	Complete	IDEA (digital skills package) being launched in Tameside and Glossop. IDEA should contribute to increases in skill levels and employability of residents.	Dec-17
9	Develop the External Local Signposting Organisation (ELSO) pathway between Hyde GPs and Provider	Dave Berry	Jess Williams	Enable patients to access the Work and Health Programme	Complete	ELSO pathway will be operation in September 2018 following delays due to data sharing at a GM level.	Jul-18