

Report to: EXECUTIVE BOARD

Date: 8 January 2020

Executive Member: Cllr Gerald Cooney Executive Member (Housing, Planning and Employment)

Reporting Officer: Jayne Traverse, Director of Growth
David Berry, Head of Employment and Skills

Subject: EMPLOYMENT SERVICES TAMESIDE AND GLOSSOP

Report Summary: Tameside Council's Route to Work team have been contracted to deliver employment services by the Clinical Commissioning Group. Further work is due to be contracted to the Routes to Work team on the Tameside and Glossop footprint. This report sets out a policy decision to provide services on the Tameside and Glossop footprint.

Recommendations: The Executive are recommended to:

- (a) review and approve the provision of Tameside Council employment services funded by the Clinical Commissioning Group on a Tameside and Glossop footprint on the premise that it will be funded by the CCG.
- (b) If approved this report will go to SCB with recommendations for constituent bodies.

Corporate Plan: This work delivers against the following area of the Corporate Plan 'Opportunities for people to fulfil their potential through work, skills and enterprise' and 'Increase access, choice and control in emotional and mental self-care and wellbeing'.

Policy Implications: This work supports the development of Public Service Reform and has a strong impact in reducing poverty for those with mental ill health and disabilities.

Financial Implications: All costs for this project have been evaluated and are funded by the CCG, therefore any expenditure incurred will not be a charge on the Councils budget.

(Authorised by the statutory Section 151 Officer & Chief Finance Officer) The CCG have confirmed that this funding is permanent and ongoing

It must be noted that as the staff are employed by the Council, if the funding ceased, and the provision was to continue, there would be a requirement for costs to be met by the Council.

Legal Implications: This report sets out the business case for extending an existing service to Glossop and funded by the CCG. It reflects the fact that the CCG and the Council are working together in an integrated way to use resources in a way that delivers maximum impact on priorities in a cost effective way whilst our boundaries are not co terminus. The CCG duty of care extends to Glossop, which falls within Derbyshire authority and jurisdiction. Whilst we can provide services and the report sets out the basis of this, Tameside Council cannot subsidise such services. Before this agreement is entered into there needs to be Legal oversight of the proposed

(Authorised by the Borough Solicitor) the

Service Level Agreement relating to the provision services to the Clinical Commissioning Group to ensure that the Council's position is protected and with particular regard to exit provisions as the Council will need to ensure it is indemnified by the CCG or sufficient funding provided to create a budget to deal with any Hr issues that arises such as redundancy/maternity cover etc . It will be particularly important that the agreement is signed off by legal given the conflicts of the Chief Executive and Director of Finance who are dual hatted

Risk Management: The purpose of this report is to provide a policy decision to deliver the service.

Background Information: The background papers relating to this report can be inspected by contacting



Telephone: 0161 342 2246



e-mail: david.berry@tameside.gov.uk

1. INTRODUCTION

- 1.1 Tameside Council's Route to Work (RtW) team have been contracted to deliver employment services by the Clinical Commissioning Group through the Living Life Well Model. Further work is due to be contracted to the Routes to Work team on the Tameside and Glossop footprint. This report sets out a policy decision to provide services on the Tameside and Glossop geography.
- 1.2 In the last 4 years the Council has successfully worked with health partners to integrate provision to support residents to access employment and manage health conditions. This partnership working is now resulting in the design and investment of services at scale, this is a positive step forward as we continue to realise person centred services set out in wider public service reform agenda.

2. ROUTES TO WORK

- 2.1 RtW are part of the Employment and Skills Service in the Growth Directorate. The team deliver supported employment services to adults with a disability, mental health conditions or acquired brain injuries.
- 2.2 RtW has evolved in the last three years and is contributing heavily to Tameside's excellent performance against the Adult Social Care Outcome Framework Indicator 4E (adults with a learning disability in paid employment). Tameside recorded a figure of 7% in 2018/19 up from 4% in 2015/16, placing us in the top quartile in the North West.
- 2.3 RtW was contracted in 2018 to provide 1.5 FTE permanent Employment Coaches in the Living Life Well Neighbourhood Mental Health Team. The Employment Coaches are currently limited to working in Tameside though have been requested under the specification to work in Glossop.
- 2.4 TMBC is currently designing a full time permanent employment coach role with Pennine Care Mental Health Trust to provide employment services in the Early Intervention Psychosis Team. This service would cover the Tameside and Glossop geography. The service will be managed by the Employment and Skills Service adding one additional post to the Routes to Work part of the service funded by Pennine Care. The Service Level Agreement (SLA) currently being drafted by TMBC and Pennine Care will set out the role as permanent. The SLA will specify performance outcomes to be met in delivery of the contract, should those outcomes not be achieved and the contract terminated the Council would manage and mitigate associated risks.

3. BUSINESS CASE FOR EXTENDING SERVICE DELIVERY

- 3.1 Providing employment services within an integrated mental health model has several benefits including:
 - Children in the lowest income quintile are 4.5 times more likely to experience severe mental health problems than those in the highest.
 - Those who are unemployed or economically inactive having higher rates of common mental health problems.
 - Higher rates of mental health problems are associated with poverty and socio-economic disadvantage.
 - Mental ill-health is one of the biggest concerns foodbanks have about people referred to them.
 - In the last 2 months 12 people have taken their life in Tameside and Glossop. 11 of these were unemployed or were on long term sickness/disability benefits.

- The prevalence of common mental health problems is higher for both men and women who are out of work compared to those in work.
- Tameside currently has 9,700 residents on incapacity benefits with over 50% of those identifying mental health or behavioural disorder as their primary condition acting as a barrier to employment.

3.2 The employment services identified in this report would be fully funded by NHS Clinical Commissioning Group (Tameside and Glossop) and zero funding from Tameside Council (and therefore not funded by Tameside rate payers).

3.3 Providing aligned provision with our health partners supports integration of our services and delivers on public service reform. The knowledge, skills, experience and ability to delivery outcomes in Tameside by RtW can be scaled across our health economy footprint effectively through this approach. Tameside residents will benefit from the work discussed in this report by increasing our experience and abilities in working with patients with mental health conditions as learning and skills are transferred as a by-product of jointly integrated teams.

3.4 As part of the implementation of employment provision by RtW we have approached and engaged High Peak and Derbyshire County Council Economic and Regeneration Services to discuss the services to be provided to ensure effective communication and co-ordination.

4. CONCLUSION

4.1 The evolution of the RtW service and outcomes achieved are positive. The investment of £90k of funding into integrated employment and health services is a positive example of public service reform and is of great benefit to residents and patients across Tameside and Glossop.

4.2 This report puts forward a case to enable a successful employment service operating in Tameside to extend into Glossop.

5. RECOMMENDATIONS

5.1 As set out at the front of the report.