

Report to: Health and Wellbeing Board

Date: 5 March 2020

Reporting Officer / Member / Clinical lead: Cllr Gerald Cooney, Executive Member for Housing, Planning and Employment
Jayne Traverse, Director of Growth

Subject: HEALTH, EMPLOYMENT AND SKILLS

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 18 months and a forward looking action plan setting out opportunities to integrate health, employment and skills services.

Recommendations: The Health and Wellbeing Board are requested to:

1. Note the employment initiatives taking place in GM and Tameside recognising the work that has taken place to date to integrate employment, skills and health services.
2. Consider and comment on the Health and Employment Action Plan 2020/21 and actively support delivery.

Corporate Plan: This work supports all priorities of the Corporate Plan.

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 as a result of this report.

(Authorised by the statutory Section 151 Officer & Chief Finance Officer)

Legal Implications: It should be noted that the Council has an ongoing obligation to ensure that provision is being delivered in the most prudent and cost effective manner, in collaboration with partners and stakeholders. This is reflected in the Health and Employment Action Plan 2020/21 which builds upon previous efficiency initiatives.

(Authorised by the Borough Solicitor)

Risk Management: Effective management of the activity set out in the report will support health outcomes.

Background Information: The background papers relating to this report can be inspected by contacting - David Berry, Head of Employment and Skills:

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1.0 INTRODUCTION

- 1.1 This report sets out the progress and success made in the last 18 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 2018. 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 2020/21 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 4 of this report. Our work supports the delivery of Tameside Locality Plan and is informed by the national Universal Personalised Care, Implementing the Comprehensive Model (Jan 2019). Our local work is focused on Action 21: (Personalised care in wider public services) Make the case for the Comprehensive Model to become a basis and chassis for wider public services integration around people, including by working with Department for Work and Pensions, Department for Education, Ministry for Housing Communities and Local Government and Department for Health and Social Care.
- 1.3 The HWBB are asked to note the progress achieved to date and consider the plans and opportunities to deliver further integrated health, employment and skills services.

2.0 SUCCESSES

- 2.1 Our programme of work has generated many operational and strategic successes in the last 18 months as set out below. The key local success have been the realisation of our efforts to influence commissioning through the commitment of £92k recurrent funding for mental health employment coaches and £140k over two years to support physical activity for unemployed and in-work. This means that we are supporting more residents with health conditions to access or stay in work, our ambition is to continue to build on this success.
 - Living Life Well - Creating and investing in 2 Employment Coaches (investment £55k p.a.) from April 2019 to provide employment and skills support to Tameside and Glossop residents with mental health conditions within the integrated Living Life Well programme.
 - Early Intervention - Design and development ongoing with Pennine Care and TMBC Routes to Work to commission x1 Employment Coach (investment £37k p.a.) in the Early Intervention Psychosis Team.
 - Local Pilot - £140k 2 year investment has been made in the TMBC Employment and Skills Team to deliver activity for unemployed and in-work residents. The work will focus on embedding long term sustainable change in the welfare to work provider market and employers alongside the delivery of physical activity outcomes.
 - Development of a Tameside Inclusive Growth Strategy began in 2019 with completion aimed for Summer 2020. This strategy will provide an opportunity to shape vision, priorities and delivery plans for health, employment and skills integration as part of wider growth. The Strategy will aim to develop Tameside's activity in Health Innovation/Digital sector.

3.0 GREATER MANCHESTER LEVEL

- 3.1 The Greater Manchester Combined Authority (GMCA) and Greater Manchester Health and Social Care Partnership continue to drive forward a programme of Devolution work.
- 3.2 Tameside (and Glossop in relation to learning) continues to benefit from proactive involvement and integration in the GM programme. The most recent advancement has

been the award of the GM Specialist Employment Service contract to support residents with a disability or severe mental health condition. **Appendix A** provides an overview of the GM picture.

4.0 HEALTH AND EMPLOYMENT ACTIVITY IN TAMESIDE

- 4.1 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. Membership of the group is set out in **Appendix B**.
- 4.2 The 2018/19 implementation plan is set out in full detail at **Appendix C**. We have performed strongly in the last 18 months. We have had strong success in our 2018 aim of influencing commissioning to provide more health and employment services, our capacity will focus on effective delivery of these new services as well as increasing the scale and influencing future commissioning activity.
- 4.3 The proposed action plan for 2020/21 is provided 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 HWBB 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.

Tameside H&E Strategy group Action Plan 2020/21						
Ref	Item	Lead(s)	Sponsor	Objective	Deadline	Success Measure
1	Lead the Working Well Work and Health Programme locally to deliver job start and wider outcomes	David Berry	Jess Williams	Support Tameside residents to receive personalised support to move into work	Mar-21	Job starts and Higher Earning outcomes
2	Influence the commissioning of future health and employment contracts (at all spatial levels) to support the integration of health, employment and skills setting a timetable and process to implement our ambitions around commissioning	Trevor Tench Ian Bromilow	Jess Williams	Drive a systemic approach to integrating health, employment and skills and delivering on Universal Personalised Care model	Mar-21	Value (£) of newly commissioned health and employment services
3	Deliver Local Pilot Activity programme to support the increase in physical activity for target groups (unemployed and in-work)	David Berry	Jess Williams	Increase physical activity and embed sustainable system wide change to welfare to work providers and engaged employers in physical activity	Mar-21	Targeted residents physically active
4	Lead the Working Well Early Help Pilot locally to deliver outcomes for residents and provide learning for future business cases	David Berry	Jess Williams	Provide support to those at risk of falling out of work due to ill health testing a new service with GPs and employers	Mar-21	Clients supported to stay in employment
5	Early Intervention Psychosis Team design and delivery of employment coach integrated model	David Berry	Jess Williams	Create a new employment coach role increase the resource dedicated to health and employment integrated and personalised services	Jun-20	Tameside and Glossop Residents supported to move into work

6	Living Life Well programme delivery of employment coach service	David Berry	Jess Williams	Deliver employment and skills support to residents accessing the Neighbourhood Mental Health Team	Mar-21	Tameside and Glossop Residents supported to move into work
7	Identify and monitor indicators to demonstrate and inform the Health and Employment Strategy Group's work	David Berry	Jess Williams	Baseline and quantify the impact of our work.	Jun-20	Indicator set produced

5.0 GOVERNANCE

5.1 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 Inclusive Growth Board (to be established in April 2020 following review of Prosperous Board).

Operational

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

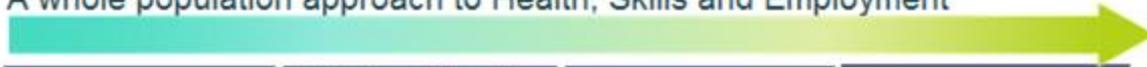
6.0 NEXT STEPS AND RECOMMENDATIONS

6.1 As out at the front of the report.

GM Picture of Health and Employment Landscape

Towards a Greater Manchester Working Well System

A whole population approach to Health, Skills and Employment



Care and Support	Work and Health Programmes	Early Help	In Work
<ul style="list-style-type: none"> Complex and enduring health conditions or disability Support for employability, skills, meaningful activity, volunteering and wellbeing 	<ul style="list-style-type: none"> Support for longer-term unemployed with health conditions or disability to find and sustain work 	<ul style="list-style-type: none"> Employees with health issues at risk of falling out of labour market Support for SME's & self-employed Newly unemployed with health issues Modernising occupational health 	<ul style="list-style-type: none"> GM Good Employment Charter - improving the quality of work Public Service Leadership Social Value through procurement Career progression
Developing	Programme in place (GM WorkingWell)	from 2019	Developing

GM has **1,781,000** people of working age

of which **236,000** claim out of work benefits

of which **150,000** claim due to a health condition

APPENDIX B

Membership of the Health and Employment Strategy Group:

- Jess Williams (Chair) (Single Commissioning Organisation)
- Dave Berry (TMBC Economy, Employment and Skills)
- Viv Robinson (Jobcentre Plus)
- Dr Alison Lea (GP Lead)
- Venetia Knight (Groundwork)
- James Mallion (TMBC Public Health)
- Sharon Smith (TMBC Public Protection)
- Chris Easton (ICFT)
- Martin Ashton (NHS T&G)

APPENDIX C

2018 Implementation Plan Final Outcomes

Tameside H&E Strategy group Implementation Plan 2019							
Ref	Item	Lead(s)	Sponsor	Outcome	Status	Update	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	Jayne Traverse	Proof of concept pilot delivered integrating health and work services	Complete	Complete, used to inform 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	Complete WVEH started in March 2019.	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	On track	Work and Health Programme performance is acceptable and managed effectively by the Working Well Local Integration Board.	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	On track	In the last 12 months 2 separate employment and skills related commissions have taken place in progress by health commissioners. 1. x2 Employment Coaches to work in the multi agency Living Life Well Neighbourhood Mental Health Team 2. x1 Employment Coach in the Early Intervention Psychosis Team (Pennine Care) This demonstrates that we are successfully influencing commissioners decision making and we should continue to scale up our ambitions and programmes by building on our positive works.	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	On track	Operational links have been implemented to enable residents to enter the Working Well Work and Health Programme via the Social Prescribers (from GPs). Work has focused on the Living Life Well Programme in the last 12 months.	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	Last report September 2018, next report March 2020.	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	Tameside Council Executive Cabinet approved a policy decision (January 2020) to deliver employment and skills services - where contracted - in Glossop supporting the delivery of Living Life Well and Early Intervention Psychosis employment coach models.	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	The ELSO has been in place since May 2019.	Jul-18