

<b>MEETING:</b>	Islington Clinical Commissioning Governing Body
<b>DATE:</b>	11 <sup>th</sup> November 2015
<b>TITLE:</b>	Health and Employment Programme
<b>LEAD COMMITTEE MEMBER:</b>	Martin Machray, Director of Quality and Integrated Governance
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**SUMMARY:**

The Health and Well-being Board (H&WB) has agreed, in response to the recommendations of the Islington Employment Commission, to establish a Health and Work Programme for Islington.

This paper provides the Governing Body with an oversight of the Health and Employment Programme work streams to date and their priorities.

**This report contributes to:**

- Ensuring every child has the best start in life,
- Preventing and managing long term conditions to extend both length and quality of life and reduce health inequalities,
- Improving mental health and wellbeing, and
- Delivering high quality, efficient services within the resources available.

**Prior consideration by Committees and other partners:** N/A

**Patient & Public Involvement (PPI):** Patient and public representation in Employment Commission

**Equality Impact Assessment:** N/A

**Risks:**

Organisational reputation and maintaining stakeholder relationships.

Missed opportunity to be innovative in working with partners on project that contributes to our QIPP.

**RECOMMENDED ACTION:**

This Governing Body is asked to **CONSIDER** this report and the contribution of the CCG to this work.

**SUPPORTING PAPERS:**

Copies of supporting papers can be obtained from Governing Body Secretary.

## **1. EXECUTIVE SUMMARY**

Islington has significantly more residents on out of work benefits than the London or national average. Worklessness is associated with poorer health and wellbeing, and a strong evidence base suggests that the right kind of employment can be beneficial to health and wellbeing.

In 2014 the Islington Employment Commission set out recommendations that identified gaps in service provision between health, social care and employment services and that new ways of working needed to be developed to support people to return or remain in work or education. The key ambitions of the Islington Employment Commission are:

- A radical change in how the system works, to provide targeted employment support, based on a coaching and mentoring approach, for the people who need it most.
- Employer engagement to secure commitment to create good quality, flexible jobs which pay the London Living Wage, respect employment rights and make them available to local people.
- Improve provision of and access to high quality careers education and employment pathways.

Employment and other vocational activities have the potential to play a key role in improving people's health and wellbeing. However there is not a consistent approach to ensure that Health Care Professionals (HCPs) have the knowledge, skills and pathways and resources in place to facilitate meaningful conversations about returning to or staying in work.

As a CCG our aim is to increase strategic focus on work in the health system, so engagement with patients regarding employment & with employment support services increases.

It is anticipated that through the health and employment programme, in addition to transforming lives, there are potential savings to be unlocked as well as reductions in demand for health services.

## **2. INTRODUCTION**

Local and national stakeholders from across organisational boundaries have been working together to identify gaps across health and employment systems with the shared vision to design a more joined up system that meets the health and employment needs of the local population. They are also looking at areas of duplication and where services and systems have worked well to develop and learn from these areas.

The development of the programme is ongoing and this paper provides the Governing Body with an update of the H&WB health and work programme to date.

## **3. PROJECTS SUPPORTING THE HEALTH AND EMPLOYMENT PROGRAMME**

### **3.1 CCG Employment Lead**

This new role is funded by the Department for Work & Pensions (DWP) to deliver a one year project. The Employment Lead role has been developed to drive employment outcomes through strategic health commissioning, improve connections between frontline

health and employment services and to address employment related training and support needs of healthcare professionals. The aim of the Employment Lead is to support these broad local objectives and the Commission's key recommendations. There will be an evaluation at the end of the one year project to inform developing similar roles in commissioning.

Since coming into post in August 2015 the Employment Lead has completed a number of activities which support of the Health and Work Programme including to date;

- a) a scoping exercise in order to identify training and support needs for health professionals
- b) learning from good practice examples of employment support within health settings in other parts of the country,
- c) securing the Islington iWork service as a single point of access to employment services for health professionals in the borough
- d) ensuring that key employment services information is available on Map of Medicine
- e) engaging with the Islington Employability Practitioners Network in order to improve links between employment and health services
- f) developing a short training package for health professionals which will be delivered to the Primary Care Mental Health Service in November and the Community Physiotherapy Service at the Whittington in January with a view to a wider roll out.

### **3.2 'Working Better' pilot**

This pilot provides one to one employment support for those who are registered with one of six participating GP practices, (City Road Medical Centre, Goodinge Group Practice, River Place Group Practice, St Johns Way Medical Centre, Village Practice, Killick Street), who are unemployed and have a long term health condition.

The 12 month pilot is funded by the DWP and is overseen by the Local Authority (LA). Remploy have been commissioned to provide the service. Employment Coaches are based in surgeries for up to one day per week and work with patients to establish their previous work experience, knowledge and skills, to build confidence, set goals and identify job or educational opportunities. The pilot started in September 2015 and is due to finish in September 2016. No formal evaluation of the pilot is planned however it is being used as a pre-trial for the Supported Employment Trial.

### **3.3 Thematic work streams**

Each thematic work stream group has representation from across LA, CCG, health providers and DWP.

The following are discussed individually:

- Employment Support
- Benefits and Assessments
- Health Care
- Employers.

The role of each work stream is to look at the current service offer, set objectives and priorities, map out existing services, log any potential risks or barriers to success and identify where there are links to other themes. The aim is to identify where system changes are needed, and to recognise areas where things are working well to inform design of the future system.

### **3.4 Supported Employment Trial**

There is limited evidence of what models work in supporting people return to work. However it appears that the Individual Placement and Support (IPS) model offers a set of principles which has strong evidence base for people with severe and enduring mental illness.

These principles are:

- It aims to get people into competitive employment
- It is open to all those who want to work
- It tries to find jobs consistent with people's preferences
- It works quickly
- It brings employment specialists into clinical teams
- Employment specialists develop relationships with employers based upon a person's work preferences
- It provides time unlimited, individualised support for the person and their employer
- Benefits counselling is included.

The proposal would be to test the impact on health and employment outcomes by adopting this model and following these principles.

The trial is being designed collaboratively with representation from NHS England, CCG, LA, local providers and service users. The intention is that this will be a research trial. NHS England will ensure that research approval is obtained and the CCG would commission the service to deliver the interventions required. A project timetable is currently being developed.

### **3.5 iCOPE clinicians based in Job Centre Plus**

The iCope service and Job Centre Plus are currently working together to see if co-locating health and employment workers could work in Islington. The plans would mean placing iCope staff in job centres. This model has proven to work well in other areas.

### **3.6 Health as an Employer**

The 'Future Ambitions' project hopes to increase employment opportunities with local NHS employers for young people aged 16 to 25 with a disability. The disability can include mental health, learning disabilities as well as physical disabilities.

The Islington Community Education Provider Network (CEPN) has been awarded funding by Health Education North Central East London (HENCEL) to support widening participation for local schools and colleges and enhanced apprenticeships in primary care. Greater London Authority (GLA) funding has been awarded to increase engagement and

awareness in primary care, care homes and social services of the benefits of employing apprentices.

Job fairs have taken place at the Emirates Stadium where health and care organisations who are interested in recruiting local residents are able to promote their employment opportunities.

#### **4 CONCLUSION**

Islington CCG will continue to work collaboratively with local and national partners to develop new ways of working which will improve the health and well-being of the local population.

#### **5 ACTION**

The Governing Body is asked to **CONSIDER** this report and the contribution of the CCG to this work.