

TRAFFORD COUNCIL

Report to: Health & Well Being Board
Date: 5th October 2017
Report for: Information
Report of: Kerry Purnell, Head of Partnerships and Communities

Report Title

GM Working Well Early Help Programme

Purpose

This report provides updated information on the activity of the 'GM Working Well Early Help' Programme which is being developed.

Recommendations

To note the information in the report.

Contact person for access to background papers and further information:

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1. Establishment of the Early Help Working Project

The GM Health and Employment Programme is a joint programme between the GM Health & Social Care Partnership and the GMCA. It aims to create a system that efficiently and effectively supports employees along the scale from 'in work' through to those in 'long-term worklessness'.

The first priority within the programme is to develop a 'GM Working Well Early Help Service' which will deliver an effective early intervention service to GM residents. The interventions will be aimed at helping prevent long term absences, stop people from becoming unemployed due to ill health and helping people return to work following an absence of sickness.

The programme aims to provide assistance for employers of small and micro business or individuals who are self-employed, and currently don't have access to any occupational health or employee health support, the programme will additionally

assist those employees who are experiencing long term health issues manage their conditions while still in work.

A GM specification will be produced and taken through a procurement process. Some elements of the programme may be piloted in some boroughs before full contract mobilisation in the autumn of 2018. The programme is reliant on Transformation funding so it is not necessarily about commissioning a new universal service at first, but to test new models out which will influence future service provision.

2. Key Facts

- It is estimated that 131million days are lost to sickness each year¹ in the UK which is an average of 4.4 days per employee.
- 85,000 businesses in Greater Manchester employ 50 or fewer people.
- 42% of employees experience at least one period of sickness within a year.
- Each year the estimated annual cost of occupational sick pay in Greater Manchester is £400million.
- Each year the annual cost of statutory sick pay to Greater Manchester is £90 million.
- 98% of GM employers have little or no access to Occupational Health or Employee Health & Wellbeing support.
- Jobcentre Plus has no integrated health response for anyone newly unemployed due to health conditions.
- 236,400 people in Greater Manchester are out of work and claiming benefits, of these 64% or 150,800 are claiming as a result of a health condition.

3. Project Task Group

A project task group who will ensure Trafford is ready for the new programme and help shape the GM specification was identified and operational by July 2017. The team comprises membership from a variety of services and specialists who are identified below:

Kerry Purnell	Head of Partnerships and Communities (Project Lead)
Karen Ahmed	Director of All Age Commissioning Trafford Council
Angela Beadsworth	Acting Head of Workforce and Core Strategy Trafford Council
Nidi Etim	Senior Economic Growth Office Trafford Council
Dr. Nigel Guest	Chief Clinical Officer for Trafford CCG
Jason Bamford-Swift	Primary Care Lead Officer for Trafford CCG
Julie Hotchkiss	Consultant in Public Health
Caroline Lewis	Thrive Trafford
Ian Mitchell	DWP

¹ Black & Frost 2011

Richard Spearing	Integrated Network Director at Trafford Council and Pennine Care NHS
Dave Litherland	Your Housing Group
Gareth Wilkinson	Manager Stretford Mall
Simon Francis	Greater Manchester Health Care & Social
Michelle Atkinson	Greater Manchester Health Care & Social
Mike Corfield	Trafford Housing Trust
Denise Mulligan	Business Support Trafford Council
Roger Cairns	Trafford Housing Trust
Rachel Crawshaw	GM Mental Health Team
Sue Wright	Partnerships and Communities Trafford Council

The task group meets on a monthly cycle to progress work; additional meetings have taken place with Trafford's CCG Primary Care and Chief Clinical Leads.

4. Work to Date

➤ GP Focus Group

The Chief Clinical Officer will take on the role of 'GP Champion'. To ensure we capture the views and cascade information from a wide range of medical professionals within the borough we will be holding a GP/ primary care focus group in October 2017. We will use the information from this group to help shape the programme going forward. It is anticipated GP's will become the primary referrers into the programme once the project becomes operational.

➤ Literature Review

A recent GM literature review which focused on collating information relevant to the topic was undertaken during the early stages of the project. This review examined:

- ❖ The evidence base developed by GMCA Research earlier on in the development of Working Well Early Help.
- ❖ The results of a November 2016 Idox Information Service search into helping people with health conditions back into work.
- ❖ A review of the publications of the Health at Work Policy Unit within the Work Foundation.

These sources of information consisted of over thirty reports, assessments, and policy statements, which provide supporting evidence for the implementation of a project which would seek to reduce sickness absence and encourage an early return to work following a period of sickness.

➤ GM Focus Groups

Two workshops for GM colleagues were held in September 2017, the workshops offered an opportunity to discuss the current plans for the project and gather views as part of the stakeholder engagement and co-design process.

➤ Stakeholder Engagement and Communication

The task group has developed a clear stakeholder engagement and communication plan. They have worked with service leads to establish where and when the communications will be tested and rolled out. Briefing materials produced by the GM programme team have been adapted for local use.

The main elements of the stakeholder engagement plan are shown here:

Target Audience	Method	When
Trafford Employment, Enterprise and Skills partnership	Meeting	Sept 2017
Health and Well Being Board	Update report Briefing Note and survey questions	Oct 2017
PSR Operations Group (multi-agency operational leaders)	Update to meeting	Oct 2017
Work & Skills providers and Stronger Families, MARAT, CRC	Meeting	Sept 2017
TMBC and Pennine staff (general)	Briefing note for the Intranet	Oct 2017
TMBC/Pennine Health and Social Care staff	Briefing note and survey questions to H&SC Directors for dissemination via team meetings	Oct 2017
VCSE- Strategic VCSE forum Blusci New Way Forward Phoenix Futures	Briefing note to VCSE forum members via Thrive Meetings with targeted VCSE providers	Oct 2017
CCG/GPS & CCG commissioned services	Focus group	Oct 2017
Trafford Co-ordination Centre	Meeting with Jason Bamford-Swift	Oct 2017
Professional Experts (HR)	General briefing note and questions	Sept 2017
Employers	Briefing note and survey Use Monthly employer's bulletin Trafford Park Business Network SME Business Advisor meetings Carrington Business Park Network Altrincham Unlimited Town Centre Partnerships	Sept – Oct 2017

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To date, two main communications have been developed, produced, published and distributed, each directed at a specific targeted audiences.

Trafford offered to develop a survey for employers on behalf of the rest of GM. This has now been sent out via our business networks and by our colleague across the other boroughs. The accompanying brief provides a detailed explanation of the early help project and it offers employers an opportunity to engage and co-design the elements of the service. The survey asks a series of questions regarding their business, their existing health related benefits for employees and latterly asks for their opinions to help shape the intervention programme.

Running concurrently is a brief designed for Trafford colleagues, the brief details the intentions of the programme, it offers colleagues an opportunity to complete a short survey and attend a workshop. The survey also provides an opportunity for colleagues to influence the design of the intervention programme.

Members of the task group will be actively promoting the communication and surveys at a number of relevant events in Trafford; electronically via email and websites and in written communications.

A general Trafford focus group may be held during October if required. Evaluation of the results of the surveys and focus groups will analysed with the results used to influence the specification of the project and interventions.

5. Next steps

The consultation phase of the project will run from September to the end of October 2017. Once the results of the consultation have been analysed and considered they will be reported to the GM programme team to help influence the new service.

A draft brief for the project will be completed by December 2017, and commissioning for the new service will take place in spring 2018 but there may be the opportunity to test out elements of the service prior to this date.

The Health and Wellbeing Board will be updated with further information relating to this project as it progresses.