

**23<sup>rd</sup> September 2019****Agenda Item: 7****REPORT OF THE CORPORATE DIRECTOR, ADULT SOCIAL CARE AND  
HEALTH****EMPLOYMENT AND HEALTH PROGRAMME****Purpose of the Report**

1. To report on progress to establish a cross-cutting programme of work designed to improve employment opportunities and reduce inequalities in accessing work, and to seek agreement on objectives and key deliverables.

**Information**

2. As adults in employment spend a large proportion of their time in work, jobs and workplaces can have a big impact on people's health and wellbeing. Employment can impact both directly and indirectly on the individual, their families and communities. There is clear evidence that good work improves health and wellbeing across people's lives, not only from an economic standpoint but also in terms of quality of life. There is also evidence that good quality work protects against social exclusion through the provision of income, social interaction, a core role, identity and purpose.
3. From an employer perspective, the benefits of a healthy workforce are clear. Healthy staff are more productive, take less time off sick and do not necessarily need to retire early. Looking at the wider economy, combined costs from worklessness and sickness absence amount to approximately £100 billion annually, which presents a strong economic case for action. The costs of ill health to the UK government is estimated to be around £50 billion a year, because of benefit payments, additional health costs, taxes and National Insurance.
4. A Department of Work and Pensions commissioned review by Waddell and Burton in 2006 into the impact of work on health collated and evaluated the evidence that concluded that being in employment was, for most of the workforce, good for their health and wellbeing. *"...being in the right type of work is good for your health. It improves self-esteem, quality of life, and wellbeing. Being out of work is bad for both mind and body. Unemployment progressively damages health and results in more sickness, disability, mental illness, obesity, use of medication, and medical services and decreased life expectancy."*
5. The importance of employment – in terms of physical and mental health and wellbeing, as well as economic independence and productivity – is equally, if not more important for

people with disabilities and long-term health conditions. There are stark inequalities in employment rates for individuals who live with disabilities or long-term health conditions. It is therefore important that the Council is working to ensure that everyone in the County has equal access to good well-paid employment.

6. The Council has made this work one of its key priorities and a cross cutting programme is now in place to develop an appropriate employment strategy to enable people to enjoy economic prosperity. As well as a universal approach to health and wellbeing at work, the strategy will target those furthest away from work, with actions to support people with eligible social care needs, disabilities and long-term health conditions to find, and remain in, employment.
7. The programme will work in partnership with citizens, employers and partner organisations both nationally and locally to develop a clear evidence base for the support and services that it should invest in. This will include engaging with a strategic partner to help review the Council's current approach and employment support offer for people with disabilities, as well as procuring appropriate expertise and support to develop a Council-wide Employment Strategy. This work will be funded by Public Health reserves, as approved by the Adult Social Care and Public Health Committee in May 2019.
8. The lead member for this work will be the Vice Chairman of the Adult Social Care and Public Health Committee, supported by the Corporate Director for Adult Social Care and Health as the lead officer.
9. **Appendix 1** provides a plan on a page for this programme of work to illustrate the purpose, principles and priority areas for change as well as the approach and intended outcomes and measures of success. The work programme is broadly set out as four separate workstreams as follows:
  - Inclusive growth
  - Population health management approach
  - Employer leadership
  - Employment support.
10. There are a variety of cross cutting themes and issues which will apply to all workstreams including:
  - mapping and analysing current provision
  - engaging with a broad range of internal and external stakeholders
  - agreeing a set of measures of success and targets
  - producing a communication strategy and plan
  - defining future approaches.
11. The **inclusive growth workstream** will focus on working with employers to have an increased understanding of their needs now and in the future relating to supporting inclusive recruitment practices for those furthest away from the labour market. Work will take place with key internal and external stakeholders to provide a Council-wide 'offer' to employers, with a focus on key job markets such as the social care sector, the local NHS and hospitality organisations.

12. The **population health management workstream** will focus on gathering and presenting evidence on what is known about current need and the existing provision and incorporating the evidence of effective approaches to employment and health into an emerging strategy for the Council. There will be work undertaken to engage with the broader health system and economy to incorporate opportunities to improve employment through health first models, and the role of the Integrated Care System (ICS) in leading and driving change.
13. The **employer leadership workstream** will focus on understanding the Council's baseline against agreed national good practice standards (e.g. Disability Confident) to generate a Nottinghamshire standard for employers - 'What good looks like'. It will identify mechanisms through partnerships, strategy and policy to embed these standards across Nottinghamshire workforces.
14. The **employment support workstream** will focus on targeted work with users of adult social care services, care leavers and young people with disabilities, including those that move from children's to adults' services support (transitions). The work will involve responding to the findings of the commissioned employment support audit on current Council provision and employment strategy and identifying opportunities to focus future investment in employment support through gap analysis of wider sector provision.
15. Overarching oversight of the programme will be through the Improvement and Change Sub-Committee. The Corporate Director for Adult Social Care and Health will lead the officer group working on the programme which will be drawn from a range of areas relevant to the cross-cutting themes involved. It is proposed that programme updates be brought to this Committee on a quarterly basis.
16. The table below shows the outline planning timeline to December 2019:

August 2019	Completion of preliminary evidence review by Public Health shared with key partners
August 2019	Undertake process to identify a partner to help develop a Council-wide Employment Strategy
September 2019	Session on Employment and Health at the Council's Extended Corporate Leadership Team to engage senior management support on a whole Council basis
Mid-September 2019	Confirmation of the partner organisation to help with review of the Council's existing employment support offer for people with disabilities
Mid-November 2019	Completion of review of the Council's employment support offer for people with disabilities
December 2019	Presentation of draft Employment Strategy and detailed delivery plan

17. The following table shows the outcome milestones that the programme aims to achieve:

December 2019	All Council contracts to include expectation that contracted employers support internships and apprenticeships
April 2020	Increase the % of adults with a learning disability in employment to the national average by 2020

May 2020	Submission of self-assessment for Disability Confident Leader accreditation for the Council
	Increase the % of people aged 16-25 with an Education, Health and Care Plan in employment
	Increase the number of organisations signed up to Wellbeing at Work
April 2022	Establish 100 supported internships

18. The Committee is advised that in terms of related work already taking place across the Council the Personnel Committee has recently approved reports on the Change 100 Intern programme, which provides placements for high-achieving students or recent graduates with a long-term health condition or disability, Work Experience and Apprenticeships for Care Leavers and the Graduate Development Programme. The Committee has also agreed to submission of the self-assessment for Disability Confident Leader accreditation by May 2020.
19. **Appendix 2** sets out a vision illustrating the aspiration for every individual with a disability or a long-term health condition in relation to employment.

### Other Options Considered

20. The Council could continue with the current work in this area, but this is unlikely to address the issues raised by Members and would not take advantage of the opportunities to co-ordinate work across the Council and improve outcomes for people that are currently finding it difficult to obtain and retain paid employment.

### Reason/s for Recommendation/s

21. Members have expressed clear views that the co-ordination of the various areas of activity to support people into employment could be improved and this programme is the proposed response to those concerns.

### Statutory and Policy Implications

22. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### Data Protection and Information Governance

23. The programme and outcomes will be designed to comply with current data protection requirements.

## **Financial Implications**

24. The programme will require a broad range of resources to be applied and may require some additional resources in some areas. It is envisaged that a reasonable proportion of the work can be contained within current resources but work on longer term objectives such as the development of systems may require dedicated resources. During the discovery phase further clarity about the scope and resources required will emerge and further detail on the overall resources required will be reported at a later stage.

## **Human Resources Implications**

25. At this stage no additional staffing resources have been identified but this will be kept under review and further information provided as necessary in future reports.

## **Public Sector Equality Duty implications**

26. The programme will aim to incorporate any equalities implications for current or future elected members so that they can be embedded into systems and procedures where relevant.

## **Smarter Working Implications**

27. The programme will be designed to build upon and be consistent with the Council's smarter working objectives.

## **Safeguarding of Children and Adults at Risk Implications**

28. When delivering the programme objectives, the systems and procedures developed will have regard to all Members' responsibilities regarding corporate parenting and safeguarding.

## **Implications for Service Users**

29. The programme will aim to improve the current performance of the Council in relation to supporting people with disabilities, long-term health conditions and young people leaving care to find and remain in employment.

## **RECOMMENDATION/S**

That:

- 1) Committee approves the general scope of the Employment and Health Programme of work as set out in the report and the appendices.
- 2) an update report on Programme progress be brought back to Committee in early 2020.

**Melanie Brooks**

**Corporate Director, Adult Social Care and Health**

**For any enquiries about this report please contact:**

Jennie Kennington  
Senior Executive Officer  
T: 0115 9774141  
E: [jennie.kennington@nottsc.gov.uk](mailto:jennie.kennington@nottsc.gov.uk)

**Constitutional Comments (GR 30/08/19)**

30. Pursuant to section 6 and 7 of Part 4 of the County Council's Constitution the Improvement and Change Sub-Committee has the delegated authority to receive the report and make the recommendations contained within it.

**Financial Comments (KAS 13/09/19)**

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**HR Comments (BC11/09/19)**

32. The Employment and Health Programme is a corporate workstream which requires the engagement of services across the council including the support and enabling services. As detailed in the report, in respect of its own workforce Personnel Committee is responsible for the delivery of the Council's Workforce and People Strategies and will continue to support initiatives such as the Change 100 Intern programme, Work Experience and Apprenticeships for Care Leavers and the Graduate Development Programme. The Personnel Committee has also agreed to submission of the self-assessment for Disability Confident Leader accreditation by May 2020 and has made a commitment to supported interns from September 2020.

**Background Papers and Published Documents**

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Update on progress towards Disability Confident Accreditation – report to Personnel Committee on 22<sup>nd</sup> May 2019

Work readiness offer for Looked After Young People and Care Leavers – report to Personnel Committee on 22<sup>nd</sup> May 2019

Use of Public Health General Reserves – report to Adult Social Care and Public Health Committee on 13<sup>th</sup> May 2019

Health, Work, and Inclusive Growth: Working together to improve health and employment, and reduce inequalities, in the East Midlands, Public Health England, November 2018

**Electoral Division(s) and Member(s) Affected**

All.

ASCPH678 final