

HEALTH AND WELLBEING BOARD - 29 July 2015

Title of paper:	Health and Employment	
Director(s)/ Corporate Director(s):	Alison Michalska, Corporate Director for Children & Adults, Nottingham City Council	Wards affected: All
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Other colleagues who have provided input:	Helene Denness, Consultant in Public Health, Nottingham City Council Liz Pierce, Public Health Insight Specialist, Nottingham City Council Nicki Jenkins, Head of Employment and Skills, Nottingham City Council	
Date of consultation with Portfolio Holder(s) (if relevant)	14 July 2015	
Relevant Council Plan Strategic Priority:		
Cutting unemployment by a quarter		<input checked="" type="checkbox"/>
Cut crime and anti-social behaviour		<input type="checkbox"/>
Ensure more school leavers get a job, training or further education than any other City		<input checked="" type="checkbox"/>
Your neighbourhood as clean as the City Centre		<input type="checkbox"/>
Help keep your energy bills down		<input type="checkbox"/>
Good access to public transport		<input type="checkbox"/>
Nottingham has a good mix of housing		<input type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs		<input checked="" type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events		<input type="checkbox"/>
Support early intervention activities		<input checked="" type="checkbox"/>
Deliver effective, value for money services to our citizens		<input checked="" type="checkbox"/>
Relevant Health and Wellbeing Strategy Priority:		
Healthy Nottingham: Preventing alcohol misuse		<input type="checkbox"/>
Integrated care: Supporting older people		<input type="checkbox"/>
Early Intervention: Improving Mental Health		<input checked="" type="checkbox"/>
Changing culture and systems: Priority Families		<input type="checkbox"/>
Summary of issues (including benefits to citizens/service users and contribution to improving health & wellbeing and reducing inequalities):		
Recommendation(s):		
1	The Health and Wellbeing Board to support the health and employment action plan developed by the Mental Health and Wellbeing Steering Group	
2	The organisations represented on the Health and Wellbeing Board to: <ul style="list-style-type: none"> • Commit to improve the health and wellbeing of their workforces • Consider how their procurement processes could improve the health and wellbeing • Explore how their organisations can provide work opportunities for people with health problems 	

How will these recommendations champion mental health and wellbeing in line with the Health and Wellbeing Board aspiration to give equal value to mental health and physical health ('parity of esteem'):

Both mental and physical health outcomes have been considered in the above recommendations.

1. REASONS FOR RECOMMENDATIONS

The Mental Health and Wellbeing Steering Group (MHWBSG) has been set up as a sub-group of the Health and Wellbeing Board to lead the implementation of Wellness in Mind, the city's mental health and wellbeing strategy. Employment is a cross-cutting theme of the priorities in the strategy and the group has identified actions (Appendix A) to be taken in order to implement the Wellness in Mind.

2. BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)

This paper relates to health (both physical and mental) and its links to employment and unemployment in Nottingham. It does not cover specific health conditions or learning disability etc.

A Nottingham workforce with good health and wellbeing and low levels of sickness absence would not only improve the quality of lives of citizens but also bring economic benefits to the city through encouraging business growth and job creation.

Poor health and wellbeing in the working age population costs the UK over £100 billion each year through lost productivity, long-term sickness absence, unemployment and the increased costs of health and social care. There is extensive evidence that work is beneficial to people's physical and mental health and wellbeing, although this is dependent on the nature and quality of the work being undertaken.

There is also a strong link between unemployment and poorer physical and mental health resulting in an increased use of medication, health and care services including higher hospital admission rates. The social gradient in unemployment generally sees the most disadvantaged being more likely to be unemployed and lower paid unskilled workers are more likely to experience working conditions that exacerbate work-related stress.

Cohesive action to improve employment prospects for people with health problems is made more difficult by the national indicators not being aligned around employment. A summary of current employment related measures in health and social frameworks is given in appendix B. For example, around mental health:

- Adult Social Care (ASCOF) reports employment rates of those on 'Care Programme Approach' (CPA), who are the group with the most severe mental health problems under the care of secondary mental health services. The reported figure for Nottingham in 2013/14 is 1.5%, compared to similar Local Authorities of 4.7%. It is not yet known to what extent local clinical practice in the use of CPA affects this rate compared to areas served by different mental health services.
- The NHS outcomes framework based on a population survey reports an employment rate of people with mental health problems in the community of 32% for the final quarter of 2014 compared to 69% in the wider population. However

this rate fluctuates greatly at local level with hugely varying estimates of mental health problems, with no confidence intervals reported.

- The Public Health Outcomes Framework compares the level of employment of those on CPA with the general population rate.
- The CCG Outcome Indicator Set reports the employment of those in contact with secondary mental health services and breaks it down depending on the type of mental health problems. For Nottingham City there is reported 2.4% employment rate of those with psychosis compared to a rate of 7.2% for those with mental health problems without psychosis. However recording levels were reported to be at 14%.

As the numbers of people claiming Job Seeker's Allowance (JSA) in the city continue to lower, the number of employment support allowance (ESA) claimants remains higher than the national average (Nottingham 7.8% of the working age population compared to 6% nationally). In November 2014 over 15,000 people were in receipt of ESA, of whom over 12,500 for longer than 6 months. In Nottingham the largest proportion of ESA claimants (50.8%) are recorded as having 'mental and behavioural disorders'. This broad category includes those with mental health problems, learning disabilities and autism. The proportion of claimants with mental health problems far outweighs the number with musculoskeletal problems (13.5%) or following injury (4.9%).

Employment statistics indicate that it is those aged 50+ who are at most risk of becoming long-term unemployed (for more than 6 months). The risk increases for those with few qualifications and limited skills, particularly as many in this cohort will be living with disability or long term conditions.

A review of employment and welfare support has recently been undertaken in the council. A key element of the Employment and Welfare Support Programme concerns the links between health, employment and training, and advice services. Action has already been undertaken to improve links between these service areas but more needs to be done to cement the connections in practice and create clear and consistent referral routes which support more multi-agency approaches.

Although there is no overall remit for local areas to consider health along with employment, there are both economic and social benefits in doing so and various initiatives have been set up across the city to support achievement of relevant local targets eg the mental health targets in the Health and Wellbeing Strategy which focus on employment. The table in appendix C highlights some of the main initiatives currently operating in the city.

Since March 2015 Nottingham has been participating in a NHS England funded project, Building Health Partnerships (BHP). The aim of this project has been to improve awareness of existing health and employment support in the city and improve cross-sector partnership understanding of respective commissioning processes in order to better inform future decision-making. The programme is due for completion in September 2015.

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

The health and employment action plan is only one of the action plans developed by the MHWBSG that contribute to the implementation of Wellness in Mind.

4. **FINANCE COMMENTS (INCLUDING IMPLICATIONS AND VALUE FOR MONEY/VAT)**

The Nottinghamshire Fit for Work Service, jointly funded by the CCG and Nottingham City Council, is subject to non-recurrent funding. Funding for the continuation of a local health and employment support service that is complementary to the new national Fit for Work service needs to be identified for April 2016 onwards.

5. **LEGAL AND PROCUREMENT COMMENTS (INCLUDING RISK MANAGEMENT ISSUES, AND LEGAL CRIME AND DISORDER ACT AND PROCUREMENT IMPLICATIONS)**

None

6. **EQUALITY IMPACT ASSESSMENT**

Equality impact assessments will be undertaken on the overarching Wellness in Mind action plan to which this will contribute.

7. **LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION**

None

8. **PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

- The Work Foundation. Healthy, working economies: improving the health and wellbeing of the working age population locally. (April 2015)
- NICE guidance: Workplace policy and management practices to improve the health and wellbeing of employees. (June 2015)
- Public Health England and UCL Institute of Health Equity: Increasing employment opportunities and improving workplace health. (September 2014)
- Black C (2008). Working for a healthier tomorrow. Dame Carol Black's review of the health of Britain's working age population. London: Department for Work and Pensions.
- Gov.UK (2015) Help with moving from benefits to work.
- Public Health England and UCL Institute of Health Equity: Increasing employment opportunities and retention for people with long-term conditions and disability