

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

Reference Number:

2461

Author:

Peter Morley

Department:

Children and Families

Contact:

Peter Morley

(Job Title: Commissioning Manager, Email: peter.morley@nottinghamcity.gov.uk, Phone: 01158765163)

Subject:

Procurement of provider for the health and employment support service

Total Value:

£147,000 for three years (Type: Revenue)

Decision Being Taken:

1. To approve expenditure annually of £49,000 from reserves for 3 years from 1 August 2016.
2. The Corporate Director of Children and Families has delegated authority to approve the outcome of the tender and award contracts
3. The Head of Contracting and Procurement has delegated authority to sign contracts arising from the tender process once the tender outcome is agreed.

**Reasons for the Decision(s)**

The current health and employment support service commissioned in Nottingham by the NHS Nottingham Clinical Commissioning Group (CCG) and Nottingham City Council is delivered by Nottinghamshire Fit for Work (FFW) until 31 July 2016 from non-recurrent funding.

Health and employment was discussed at the Health and Wellbeing Board in July 2015 where it was resolved to support the health and employment action plan developed by the Mental Health and Wellbeing Steering Group which included an action to 'Identify joint commissioning opportunities for local health and employment support services post March 2016'.

An options appraisal was undertaken following that meeting and final agreement to continue with a local health and employment support service that dovetailed with the national service was taken at the Mental Health Joint Strategic Commissioning Group Meeting held 23 September 2015.

**Explanation of the service**

The health and employment support service will work with Nottingham citizens registered with a GP. The aim of the service is to support citizens with health problems to return or remain in work. The new service from August 2016 will work with both employed and unemployed citizens with physical and mental health problems.

**The jointly commissioned programme will:-**

Support achievement of the proposed Nottingham Health and Wellbeing Strategy priority 'those with or at risk of poor mental health and well being will be able to access and remain in employment'

Relate to outcome framework indicators for Public Health, NHS and Adult Social Care.

Provide an improved response to the increasing incidence of mental and physical illness amongst the unemployed who are waiting

Employment and Support Allowance (ESA) assessment or are 'work ready' but the primary barrier to gaining employment is the management of a health problem or long term condition (LTC).

Bring coherence and simplification to the plethora of existing health and related provision which is confusing to people advising individuals struggling to gain/stay in work due to a health problem.

Address the inadequacy of the national Fit for Work (FFW) service (telephone only - whereas the local version will be face to face).

**Publically demonstrate the collaboration/alignment between NHS,DWP and local government in addressing health and work issues.**

**Further extend the much praised collaboratively work between then City Council, the CCG and the DWP in Nottingham.**

**Provide a proactive local response to the proposed changes that will result from the forthcoming DWP Work and Health Programme.**

**Significantly improve DWP overflow from Job Seekers Allowance (JSA) and ESA.**

**Return to work or support to stay in work will be achieved by a bio-psychosocial assessment with the individual. Initial meetings will usually be face to face but ongoing support can either be face to face or by telephone depending on the client's needs. Each client will agree an action plan with their case manager that will incorporate:**

- Health support and treatment including the management of long term conditions and self-care advice**
- Direct referrals to services such as physiotherapy, talking therapies etc.**
- Support/negotiate with employers to make workplace adjustments to enable a return to work.**
  
- Signposting to additional support such as Access to Work**
  
- Assistance with housing, debt, welfare rights and skills advice**

**In July 2015 a national FFW service, commissioned by the DWP, was introduced to Nottingham. Initially there was some confusion caused by both services being called FFW and offering similar services. However quarterly reviews of Nottinghamshire FFW have shown that demand for a local service is still required. The service to be commissioned from 2016 to 2019 will dovetail with the national service bridging the gaps in eligibility of access to the national service and providing direct access to other local services.(See Appendix A)**

**Both the local and national services offer telephone support to people who have been on sickness absence for 4+ weeks and need assistance to manage their health problems or long term conditions. This involves an initial psychosocial assessment and development of a return to work action plan. However the Nottingham health and employment also offers face to face support and will**

- Support people who are still working but struggling to remain so due to a health problem(s);**
- Support working people who have been on sickness absence for 0-4 weeks**

- Support people who are self employed
- Support the unemployed
- Support/negotiate with employers to make workplace adjustments to enable a return to work

The Nottingham health and employment support service will be similar to the Manchester Fit for Work Project (In-work service) but will also include the unemployed who are 'work ready' but the management of a health problem is holding them back.

It has been agreed that beyond July 2016 Nottingham City Council will lead the commissioning of the contract for a health and employment support service. The service is to be jointly funded by Nottingham City Council and the CCG with each organisation contributing £147,000 over the three years of the contract. The Department of Working Pensions (DWP) have committed £25,000 of funding for the first year of this contract. The Nottingham City Council contribution will be profiled over the three years as follows:-

Year 1 £24,000

Year 2 £61,500

Year 3 £61,500

The contract amount is a reduction in previous years: in 2015-16 Nottingham City Council contributed £80,000 and the CCG £124,000 and in 2014-15 both organisations contributed £124,000. In previous years the DWP have not contributed to the contract.

**Briefing notes documents:** 160129 Nottingham Health and Employment Support Pathway.docx

**Other Options Considered:**

1. To not commission a health and employment support service. This was rejected because 70-80% of workers are without access to the occupational health making it difficult for them to manage long term conditions and remain in employment. Evidence shows that once people are on sickness absence their confidence in their ability to return to work reduces within a short time.
2. To commission local a telephone assessment service that could be accessed by groups not able to access the national one. This was rejected because it was considered poor value for money.
3. To commission a 'gold standard' service for health and employment support in Nottingham. This would incorporate the recommendations and best practice from the national schemes piloted after the Black Report 'Working for a Healthier Tomorrow' and also from the evaluation of the current models operating in Manchester. This approach was rejected as it would be too costly.

**Background Papers:** Nottingham City Mental Health and Wellbeing Strategy 2014-2017, Wellness in Mind

**Published Works:** NICE guidance: Workplace policy and management practices to improve the health and wellbeing of employees. (April 2015)

**Affected Wards:** Citywide

**Colleague / Councillor Interests:**

**Consultations:** Those not consulted are not directly affected by the decision.

**Crime and Disorder Implications:** There are no known crime and disorder implications relating to this decision.

**Equality:** EIA not required. Reasons: The programme will benefit many citizens who are from disadvantaged groups

**Regard for NHS Constitution:**

Local authorities have a statutory duty to have regard to the NHS Constitution when exercising their public health functions under the NHS Act 2006. In making this decision relating to public health functions, we have properly considered the NHS Constitution where applicable and have taken into account how it can be applied in order to commission services to improve the health of the local community.

**Decision Type:**

Portfolio Holder

**Subject to Call In:**

No

**Call In Expiry date:**

Not applicable

**Advice Sought:**

Legal, Finance, Procurement

**Legal Advice:**

This report does not raise any significant legal issues. The procurement comments are supported. The City Council should put in place agreements with the CCG and DWP for the payment of their respective financial contributions. Advice provided by Andrew James (Team Leader Contracts and Commercial) on 22/04/2016.

**Finance Advice:**

There is sufficient provision within Public Health reserves to fund the proposal to 2018/19.

The decision aligns with the Public Health objectives setout in the Medium Term Financial Plan.

Advice provided by Tania Clayton Perez (Senior Finance Assistant) on 29/04/2016.

**Procurement Advice:**

There are no significant procurement implications arising from this decision. The proposal for Nottingham City Council to lead and carry out a tender process in order to secure a provider to deliver a Health and Employment Support Service is supported from a procurement perspective. This will ensure that a robust and compliant process is followed in line with Procurement Regulations (Light Touch Regime). The service will be jointly funded by NCC and CCG, both @ £49,000 per annum, with a one-off contribution of £25,000 from DWP. Advice provided by Julie Herrod (Procurement Officer) on 31/03/2016.

**Signatures**

Alex Norris (Portfolio Holder for Adults and Health)

SIGNED and Dated: 12/05/2016

Alison Michalska (Corporate Director for Children and Adults)

SIGNED and Dated: 12/05/2016