

NHS Welfare Reform, Health and Employability Forum
4th December 2018
1.30pm-4.30pm
The Melting Pot
Edinburgh

Present: Sylvia Baikie (NHS Lothian) – Chair, Aileen Tait (NHS Tayside), Alison Moore (Scottish Government), Alison Newman (NHS Health Scotland), Ashleigh Jenkins (NHS Health Scotland), Brian Fleming (DWP), Gillian Lindsay (NHS Lanarkshire), Jane Beresford (NHS GG&C), Jo-Anne Valentine (NHS Fife), John McRorie (Scottish Government), Margaret Dickson (NHS Health Scotland), Marlene McMillan (NHS Ayrshire & Arran), Anne Ramsay (NHS Health Scotland) – Minutes.

Video/Tele Conferencing: Allyson McCollam (NHS Borders), Lynda Thomson (NHS Highland), Margaret McCracken, (NHS Grampian), Pamela McBride (NHS Highland), Phil Myers (NHS Dumfries & Galloway).

Apologies: Aileen Schofield (NHS Forth Valley), David Inglis (NHS Lanarkshire), Donna Burnett (NHS Health Scotland), Elizabeth Robinson (NHS Shetland), Hazel Meechan (NHS Forth Valley), Helen Sikora (NHS Highland), Jacqueline Brown (Social Security, Scottish Govt.), Kate Burton (NHS Lothian), Louise Wilson (NHS Orkney), Mary MacLean (NHS Western Isles), Shirley Hamilton (NHS Forth Valley), Wendy Third (NHS Tayside).

Guest Speakers: Ashleigh Jenkins (NHS Health Scotland) – Child Poverty
 John McRorie & Alison Moore (Scottish Government) – Fair Start Scotland & Integration and Alignment of Employability

Discussion/Outcome	Action
<p>Introductions/Apologies Introductions were given by all.</p>	
<p>Presentation: Ashleigh Jenkins – NHS Health Scotland AJ gave a presentation on “Child Poverty”, a copy of which was circulated to the members of the group. AJ explained:- NHS Scotland’s briefing series into Child poverty in Scotland impacting on children and families living in poverty and suffering greater health and social inequalities than their better off peers, with those in the most deprived areas are at greater risk of poorer health than children from better off areas. The Child Poverty Act (Scotland) 2017 and national delivery plans aim to reduce this by 2030. NHS Health Scotland Child Poverty Team has developed Financial Inclusion Referral Pathways, see www.healthscotland.scot/financial-inclusion-pathways This is a national action plan to improve financial inclusion referral pathways between health and money, welfare services and within GP services. It also looks into income maximisation within schools in relation to money advice and welfare rights advisers in school. Local Authorities and NHS Boards report on an annual basis what is being done to reduce child poverty. NHS Health Scotland Child Poverty Team has been developing a local child poverty action report guidance see www.healthscotland.scot/child-poverty J McR shared that Scottish government have allocated funding for each of the areas to improve the existing pathway or develop a formal ‘Financial Inclusion Partnership’ in hospitals and GP’s services.</p>	AN

<p>Presentation: John McRorie & Alison Moore – Scottish Government</p> <p>John and Alison gave their presentation on “Fair Start Scotland & Integration and Alignment of Employability” – this was shared with the forum</p> <p>Alison explained:-</p> <p>Fair Start Scotland (FSS) key progress to date, aims and objectives of the service, principles and a Scottish approach to employability.</p> <p>NHS provide clarity of the health offer, supporting the referral process and mental health & disabilities through IPS and supported frameworks to give access to employment.</p> <p>The current objective of the NHS is to increased visibility of FSS and increase partnership working.</p> <p>The aims of FSS engagement is from national to local to employment opportunities.</p> <p>John explained:-</p> <p>Employability Innovation & Integration Fund has 13 projects operating across 18 local authority areas. The Fund provides opportunities for organisations to collaborate and deliver innovative proposals that join up employability support with health and social care, justice and housing services.</p> <p>These projects working with lead partners, to focus on helping people who are parents and caregivers, people with a disability, criminal convictions (MAPP – Multi Agency Public Protection Arrangements) or who are experiencing homelessness to access skills development and employment opportunities, whilst accessing health and wellbeing, volunteering and financial inclusion services have proved successful. The key success of some of the projects has been the development of effective referral processes from a wide range of partners i.e. schools, social work, criminal justice nurseries, housing organisations and GP surgeries, not solely reliant on JCP.</p> <p>He explained that promotion of projects using social media have been very successful, Facebook adverts have been purchased to target groups in certain areas and use of these case studies have been particularly successful.</p> <p>If people with substance misuse/mental health issues have not had their issues resolved, then they will not be referred to receive help for further issues. SB said that if dual diagnosis has been identified then the substance misuse issue will be dealt with first and then the mental health issues. A new document will soon be released on “The Road to Recovery”, which focuses on tackling Scotland’s drug problem.</p> <p>Clyde Gateway in tandem with Glasgow City Council have issued 6 week sport centre passes for families, and a further 25 funded 12 month passes to encourage physical activities.</p> <p>The learning from these projects will be shared more widely and feed into the work to review Scottish Government funded employability support services.</p> <p>“No one left behind” – Health Action Plan:-</p> <p>A pilot has commenced of Health and Work Support Service to help more disabled people and people with health conditions access early support to help them sustain or return quickly to work.</p> <p>Work has commenced with the single gateway pilot in the areas of Fife and Dundee to identify ways to trial additional mental health support. Within these areas will be developed and tested new risk and decision assessment tools that will provide a more accurate assessment of risk and associated support for people who are at high risk of falling out of work and into long term unemployment.</p> <p>Work will begin shortly to engage with NHS MSK services to align a national advice and triage service (MATS) with employability services to help people find and stay in work.</p> <p>AM advised a lot of the policies are still a bit siloed, the Employability in Scotland Website states that there are key early entry groups depending on their benefits and how long they have been unemployed, this site directs them to their Fair Start Scotland provider contact/provider in the local authority area.</p> <p>SB asked JMCR to distribute a list of their local employability leads and AM agreed to do this.</p>	<p>AN</p> <p>AM</p>
<p>Update from NHS Health Scotland (OFP) – Margaret Dickson & Alison Newman</p>	

<p>MD advised that Health Scotland are meeting with Noel MacKay and Lorna McKee from NHS Greater Glasgow and Clyde to make introductions between them and People Plus to look at their employability team and partnership working with providers of FSS.</p> <p>Agreement has been received to hold 2 events with HWL award holders in Lanarkshire and Glasgow with input from Ed Orr's team from Scottish Government Fair Start Scotland, People Plus, Remploy, NHS Health Scotland and possibly a few companies on how they feel it works. Currently looking at various premises.</p> <p>MD will attend the IWP Steering Group Meeting on 13th December 2018</p> <p>AM said that she is attending a meeting in Lanarkshire with Cheryl Mathieson from Remploy to discuss local engagement.</p> <p>MD met with NHS GG&C, Lanarkshire and Tayside's employability teams and plans are being made to return to Tayside to discuss further partnership working.</p> <p>JB added that Clyde Gateway are attending the local strategic group meeting in January and will give an overview of their work with the HSCPs, the link with people who have an acute health condition, resulting in them being unable to return to work, however are trying vocational work.</p> <p>AN said that she will forward John McRorie and Alison Moore's contact details to Jane.</p>	AN
<p>Check Minutes It was agreed that they provided an accurate record of the previous meeting and there are no changes.</p>	
<p>DWP – Brian Fleming</p> <p>By the end of December roll out of Universal Credit (UC) for new claims will be complete. Some areas in Glasgow are going live this week and migration of other claims will follow later.</p> <p>They key budget announcements in October said that UC will be increased by £4.5 billion for a secure roll out, with an increase in work allowance of £1000.00 from April 2019 before the benefit starts to reduce. For migration purposes from July 2020 ESA, JSA and income support will roll on for the first 2 weeks of a Universal Claim. The re-payment of advances are being increased from 12 months to 16 months from 2021. There will be a reduction in October next year from 40% to 30% of the standard allowance, with a 12 month grace period for those who are self-employed from July 2019. Managed migration regulations will protect ½ million people who have a severe disability. The statutory notice period will be 3 months to allow people time to prepare for transitioning to UC. DWP have aligned as one service for Universal Credit delivery operations geographically. This has restructured from 4 to 6 districts with some external communications. Glasgow, Lanarkshire and East Dunbartonshire is now Glasgow district, with Lanarkshire split over 2 areas. e.g. South Lanarkshire, South Ayrshire and Dumfries/Galloway. North Lanarkshire, West Dunbartonshire and Inverclyde.</p> <p>To ensure a good experience, clients should know their work coach/caseload manager to allow for good access to UC.</p> <p>BF has work and health responsibility for Scotland and is involved in a pilot, which will be running by January and evaluated in March 2019 in the Glasgow area to safeguard clients with a cognitive condition in collaboration with Kate Burton. The design team have been discussing the scope they should cover with represented groups and DWP delivery/support colleagues.</p> <p>JB asked about pregnant women on maternity leave being sanctioned/left with not enough or no income and stated that this shouldn't happen as they are covered by the Equality Act 2010 and should be safeguarded. BF confirmed that on average one woman is sanctioned every 400 days, agreed that some characteristics are protected but that DWP deals with 11,000,000 contacts every year and that criteria differs depending on the benefit claimed and unfortunately a very small amount will not get the correct benefits. BF asked JB to present him with individual cases of pregnant women who have been unfairly sanctioned and he will look into these.</p> <p>JB said that Glasgow University is analysing data on DWP sanctions and has highlighted that there are high numbers of pregnant women who are being subjected to this. BF said that pregnant women receiving jobseekers benefit have obligations to be looking actively for work until they can be moved to another benefit.</p>	JB

Local Updates – 04.12.18 – discussed at the meeting

Jane Beresford (NHS GG&C)

JB discussed the work that GG&C are involved in around staff and financial issues, which has been added to the HWL employee wellbeing survey. An external research provider was commissioned to carry out a qualitative study into organisational issues that staff with money worries raise. This identified 6 key areas, which are: attendance management and money paid when someone is off sick, long term conditions, full pay to half pay, half pay to full pay, wages arrestment and professional registrations. This was shared with key stakeholders at a dissemination event in October. Some nurses, who experience financial problems, have been unable to pay their registration fee resulting in suspension or regraded to a Band 2 until the fee is paid making their financial position worse.

JB informed the meeting that she will attend the Health Strategy Group on 5th December 2018 and will report back to this group. JB agreed to share the poverty awareness training with HWL.

JB

Gillian Lindsay (South Lanarkshire Health and Social Care Partnership)

GL stated that the learning outputs have been arranged and delivered in partnership with Home Energy Scotland to health and social care staff widely across both North and South Lanarkshire.

A health improvement tool has been developed to support staff in acute/community settings to raise health improvement matters and encourage them to enquire and use the signposting services.

Health Improvement staff are working with DWP job coaches to support their staffs' mental health and wellbeing. DWP staff have undertaken suicide prevention training and are using a mental health signposting tool when working with clients, as well as referring to 'Well Connected', the local social prescribing service.

Information is being compiled by NHS Lanarkshire in relation to the Fair Work Framework to benchmark activities and demonstrate meeting the criteria.

South Lanarkshire met with Health Scotland and Scottish Government to explore utilising financial inclusion pathways for health visitors and midwives to promote uptake of the Best Start Grant (BSG)

Marlene McMillan (Public Health)

MMcM discussed the financial inclusion pathways for East, North and South Ayrshire, which will be scaled up/formalised with assistance from NHS Health Scotland and meetings with health visitors.

NHS A&A are also looking at health and financial wellbeing for staff and will use communications to access people with long term conditions, early years and people with epilepsy. MMcM acknowledged with MD that people registered with epilepsy are 50% more likely to be turned down.

Jo-Anne Valentine (NHS Fife)

Fife are at the end of the second year of poverty awareness training across the Community Planning partnership (CPP) and are looking at what should be delivered next year.

A third sector organisation has been working with the Health and Social Care Partnership (HSCP) regarding fuel/food poverty affecting local people and are also looking at carrying out more work in the acute sector.

Financial inclusion pathway work is starting between anti-natal and citizen's advice Fife. £1.6 million is lost in Fife through lack of child maintenance payments. Fife Gingerbread, Citizens Advice and Child Poverty Action launched a campaign 'Bairns Come First', to raise awareness of child maintenance changes and provide support and information to those who need it.

Lynda Thomson (NHS Highland)

Since April 2018 Sandra and Jane from the Health Improvement (HI) Team have drafted a 'Highland Version' of the Moray questionnaire and piloted it in the Inverness JCP.

HI Staff introduced DWP staff to the local Home Energy Scotland (HES) advice centre to tackle financial issues/fuel poverty. HES have given a presentation to Inverness JCP staff, attended the HUB twice in October and will continue to develop links to support clients there.

Argyll & Bute Health & Social Care Partnership

PMcB informed the meeting of some of the teams highlights below:-

Public Health continue to work with East, North and South Ayrshire on income and fuel poverty referral pathways addressing child poverty in response to the Child Poverty Act.

<p>The 'Better Health Hub' in Crosshouse Hospital pathway refers patients, visitors and staff to a range of support agencies for help with finances, employment and fuel poverty. They hope to open a similar HUB in University Hospital Ayr.</p> <p>A 'staff health, safety and wellbeing group has been set up to offer low paid staff assistance with money advice.</p> <p>Sylvia Baikie (NHS Lothian)</p> <p>SB confirmed that Universal Credit started on 28th November in Edinburgh. Various awareness raising session were provided by a number of agencies for clients who may present with issues.</p> <p>Best Start Grant commences on 10th December. Information and toolkits have been circulated and roll out will be discussed with Edinburgh Social Security.</p> <p>Income maximisation is now offered in 22 schools across Edinburgh. A test model of 'MAXIMISE' is hoped to be trialled in early years' settings, funding for this will be explored.</p> <p>A proposal has been submitted to the EIJB to have an advice worker within a cluster of GP surgeries targeting patients in poverty failing to access the welfare system which also links in with the community link workers role.</p>	
<p>Local Updates already distributed prior to the forum</p> <p>This will be provided on a separate document.</p>	
<p>Actions from meeting on 4th December 2018</p> <p>SB asked JMcr to distribute their local employability leads and AM agreed to do this. - Page 2</p> <p>AN said that she will forward John McRorie and Alison Moore's contact details to Jane. - Page 2</p> <p>BF asked JB to present him with individual cases of pregnant women who have been unfairly sanctioned, to look allow him to look into these. - Page 3</p> <p>JB informed the meeting that she will attend the Health Strategy Group on 5th December 2018 and will report back to this group. - Page 4</p> <p>JB share the poverty awareness training with HWL. - Page 4</p> <p>AN will contact Home Energy Scotland to invite them to send a representative to present and suggested that Michael Tornow of Health Scotland who's work involves homelessness and fuel poverty be asked to give a presentation at the next meeting. To be discussed with the next chair</p>	<p>AM</p> <p>AN</p> <p>JB</p> <p>JB</p> <p>JB</p> <p>AN</p>
<p>AOCB – Alison Newman thanked Sylvia Baikie for acting as chairperson for this meeting.</p> <p>The Parliamentary reception will be attended by Sylvia Baikie, Donna Burnett and Wendy Third.</p> <p>Jacqueline Brown's lists were distributed and have been emailed to all WRHEF members for the Local Delivery Relationship Leads at Social Security Scotland.</p> <p>Membership of the WRHEF group will be discussed at the next meeting.</p> <p>Senga Cree will discuss employability at the next meeting?</p> <p>Martin Taulbut – Working and hurting awaiting confirmation</p>	
<p>DONM - This meeting will take place in Glasgow on Thursday 14th March 2019, from 9.30a.m. at The Studio, 67 Hope Street, Glasgow G2 6AE and will be chaired by Marlene McMillan (Public Health).</p>	

LOCAL UPDATES TO ANNE RAMSAY 4 WEEKS IN ADVANCE OF NEXT MEETING