

NHS Welfare Reform, Health and Employability Forum
21st December 2016
11am-1pm
Meridian Court NHS Health Scotland
Glasgow

Present: Lisa Buck (Chair NHS GG&C), Donna Burnett (NHSHS), Alison Newman (NHSHS), Margaret Dickson (NHSHS), Anne Ramsay (NHSHS), Wendy Third (NHS Tayside), Evelyn Johnson (DWP), Jacqueline Brown (DWP), Maggie Vooght (NHS A&A), Marlene McMillan (NHS A&A), Cathy Rice (NHS GG&C),

Video/Tele Conferencing: Sylvia Baikie (NHS Lothian), Kate Burton (NHS Lothian), Linda Leighton-Beck (NHS Grampian), Philip Myers (NHS D&G), Margaret Brown (NHS Highland), Sandra MacAllister (NHS Highland), Allyson McCollum (NHS Borders)

Apologies: Jeanette Hagerstrom (SG), Irene Bonnar (NHS Borders), Neil Hamlet (NHS Fife), Carol Chamberlain (NHS Lanarkshire), Aileen Tait (NHS Tayside), Jeanette Hagerstrom (SG)

| | Discussion/Outcome | Action |
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| | <p>Introductions/Apologies Everyone introduced themselves to the group and LB shared apologies from those who were unable to attend.</p> | |
| | <p>Actions Previous actions were discussed along with the forward planning document and what activities would be carried out. The group was happy with this plan. MD and KB were going to visit all Health Boards to discuss the Outcome Focussed Plan and this will be discussed later on. AN will be looking at how this information is stored once it has been collated. DB confirmed that the consultation papers had been submitted and that Linda De Castiker will continue to be the lead/link between the DPH Group and Social Security making sure that we are working consistently and supporting each other. DB will send the link AN who will forward to the group. JB will forward the stats around PIP to AN and these will be sent to the group along with the details of the Managers in each area for the See Potential events. JB will also forward some details around the provision of a flexible support fund around barriers to work which will also be forwarded to the group. MD is still awaiting a reply from the Fairwork Convention Framework from Scottish Government and NHS around leadership issues. A meeting has been scheduled with Steve Bell in January to discuss this further and the outcome will be fed into the group. In the meantime MD will forward the link to the Framework to AN who will send to the group. AN to look at updating the information on the Employability Website.</p> | <p>KB/MD/AN</p> <p>DB/AN</p> <p>JB & AN</p> <p>MD/AN AN</p> |
| | <p>Outcome Focussed Plan KB & MD have visited most Health Board areas now (with the exception of a couple) to discuss the Outcome Focussed Plan. It was stressed that the information sent was not a prescriptive document and was a guide only. The Sheffield Hallam & CPAG papers were also sent out which were around the changes and impact the new powers will have on Scotland. Each area have shared lots of good practice around service delivery, activities, vocational rehabilitation and how best to improve links and pathways. All of the information will be collated and a report will be issued and outcomes shared in due course. MD & KB will forward the report to AN who will post on the Employability Website and send the link to the group. LLB mentioned that Grampian are leading on Making Every Opportunity Count, which is a conversation that staff have with patients covering things like income and employment not HWL.</p> | <p>KB, MD & AN</p> |

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| <p>MD will be meeting with Lynne Galloway (HWL Award Manager) regarding the difficulties that staff are facing promoting the award due to being under resourced and this will be highlighted. All the work being carried out in each HB area will be captured and fed back to the National team. Service Delivery (Welfare Reform) links will be posted on the website as there are so many to mention i.e. Lothian's DTTO project will be replicated in Fife & Inverness helping to improve referral pathways.</p> <p>Some of the other suggestions made were from Borders around Financial Planning at discharge and the discussion of an electronic referral for midwives, a debt advisor providing money advice which is available in child clinics, work being carried out within the Acute Service, the list is very long. KB confirmed that funding had been secured and a film is currently in the making around money worries, this should be finalised in March 2017.</p> <p>KB will send round the "Sticky Label" campaign details for Poverty Awareness Week which will be on 15th-21st October 2017.</p> <p>MD is working with Allan Mooney from NHS Health Scotland's Learning and Development Team discussing eLearning modules on Welfare Reform and its impact which will be on the Business Plan for next year. MV from NHS A&A has offered to share their eLearning tool which includes Welfare Reform and impact of poverty with MD.</p> <p>Scottish Government is keen to set up a Practitioner Forum and KB is asking all WRHEF members to be put in touch with all local Practitioners.</p> <p>LB will forward details for the next meeting in March regarding which OFPs we would like to see and would be good to show as an example of "Good Practice", the group can decide together.</p> | <p>MD/KB/AN</p> <p>KB</p> <p>MV&MD</p> <p>KB/ALL</p> <p>KB/LB/AN</p> |
| <p>DWP Update</p> <p>JB The number of appointees and corporate appointees failing to attend for assessment have increased as the corporate appointees have failed to advise of any changes. The DWP have made a plea that if a refresh is being done then this is very simple to change and the DWP should be informed.</p> <p>DWP are very interested in receiving any feedback about the assessment centres throughout Scotland and welcome any information/feedback.</p> <p>The DWP are happy to engage with external partners/stakeholders and decisions makers. If they are given enough notice (4-6 weeks) they are happy to come along and have discussions around various issues or hold workshops with employability teams working to strengthen the links and looking at future impact. JB will forward details of the Partnership Managers to AN and this will be sent to members of the group.</p> <p>All districts and Job Centres have specific local points of contact for Homelessness. Stakeholder Roundtable workshops are being held with Employability Teams, LA Homelessness teams and are working at linking, joint working and raising awareness of how to make a referral and reduce barriers.</p> <p>Universal Credit – 4.5 Local Authority areas now operational and have full service – East Lothian, Inverness, Inverclyde and East Dumbartonshire. Next will be Mid Lothian in February then in April 2018 there will be a full role out (all information is available on DWP website). It is crucial that a general awareness is made prior to this being operational. JB has offered someone to come along to individual areas to take part in discussions groups.</p> <p>KB asked about the amount of ESA for new claimants and JB will issue a link to the group via AN regarding this.</p> | <p>JB</p> <p>JB</p> |
| <p>NHS Health Scotland</p> <p>DB is part of a Short Life Integration & Alignment of Employment Services Advisory Group along with Skills Development Scotland and Scottish Government, they will be meeting up until the end of March. The intention is to hold a workshop (invitation only) in February (details have already been sent to the group) discussing employment support policies and service going forward. They will be looking at integration and alignment of employment support services with health policy and health services. Gabe Docherty from NHS Lothian will support from a Health Board perspective, it would</p> | |

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| <p>be useful to have support from one or 2 others.</p> <p>The Fuel Poverty Strategic Working Group and the Rural Task Force Report was issued last month and one of the findings was that Fuel Poverty has actually increased since the target has been set. The DPH group were sent out guidance from SCOTPHIN regarding what can be done from an NHS & and PH context around tackling Fuel Poverty. DB has gone out and met with various groups in Highland and Fife and others to collate information around FP in various areas and is sharing this information with the National Groups i.e. local community liaison officers and other contacts. The Scottish Government (SG) have agreed to help develop a plan if required. Phil Mackie and DB sit on the forum and are helping to develop an Action Plan.</p> <p>The Health Inequalities section of HPHS have recommendations around Financial Inclusion actions. More alignment is required to comply with the equality act, measures need to be looked at and more involvement from care is required.</p> <p>The Green Paper Consultation (specifically around disability and ill health in work) is taking place on 26th January in COSLA and this gives us an opportunity to help influence the national agenda across the UK, unfortunately VC will not be available. DWP will be in attendance discussing what DWP are currently implementing around disability, ill health and employment. Roddy Duncan from SG will be chairing this event. It would be very helpful for members of the group to attend. We aim to Look closer at how we get Financial Inclusion, Fuel Poverty, Employability and Social Security on the Agenda whilst working with the DPH group (Kate Burton provides a lead into the Public Health network) and how we connect to them. We need people to be responsible for this and make sure we move away from silo working.</p> <p>DWP and SG have a draft on what we can do to improve the experience of people in the welfare system at a local level, working at local job centres at a local level before it comes in. The draft is looking at what we need to do, who needs to do what and where the funding is coming from to support this.</p> <p>GG&C & DWP talked about peer support and the DWP are very keen to encourage dialogue.</p> | |
| <p>Local HB Update</p> <p>GG&C</p> <p>LB circulated some of the local updates from GG&C prior to the meeting and again asked members of the group if they would like to forward their updates prior to each meeting which AN can circulate and discussions around specific areas can take place.</p> <p>An external review of Glasgow HSCP’s Employability services was carried out and the final report is ready, this will be sent round the group. A survey on the views and experience of GG&C Health and Social care staff has been carried out around what they think their role and duties are with patients around employability, money management and financial inclusion. This was done using survey monkey and we are happy to share this with the group.</p> <p>http://www.nhsggc.org.uk/media/239815/nhsggc_ph_staff_views_and_experiences_employability_financial_inclusion_issues_2016-11.pdf</p> <p>D&G</p> <p>PM welcomed the OFP visit and subsequent discussions which took place. Confirmation of a “Green Light” to take the planning papers to CPP and the Board which will reinvigorate the work in D&G. PM will send LB details of the progress and an update.</p> <p>Lothian</p> <p>SB discussed with the group a pilot on Welfare Advice within Primary Schools which has been very well received. Lothian also have a full time advisor offering information around credit union, benefits, homelessness and employability.</p> <p>A&A</p> <p>DICE Project – Disability Confidant Project along with DWP (Jim Watson is the lead in Kilmarnock Job Centre). There is an event on 27th January with MP’s, MSP’s and many employers to come along to give/receive information on how to support people with health or disability issues.</p> <p>Employability and Health Training started in 2011 and continues every 2 months, this was co-facilitated with a DWP manager however this person has now retired, and JB has offered to look into</p> | <p>LB</p> <p>PM</p> <p>MV JB</p> |

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| <p>this. Just the job animation is also shown at these training sessions and receives positive feedback. This animation has a link on the SG Employability.</p> <p>Tayside</p> <p>WT confirmed the Money Worries App continues to be well used and Tayside are continuing to promote this App. Ninewells Debt and Money Advice Shop (within Ninewells Hospital) should be up and running in January 2017. A North and North East pilot project is being carried out in Dundee after the Employability and Services review that was carried out by Rocket Science, one of the things that was highlighted was that people want services in local areas, therefore Tayside are looking at multidisciplinary teams working in community venues. Single Gateway bid news is due in January and a review of this plan has been noted as part of the Outcome Focussed Plan. Results will be shared once complete.</p> <p>Highland</p> <p>Fuel Poverty Rural Task Force within Highland are due to meet with the Directors of Public Health to discuss “Energy Carers” in early January. The outcome will be fed back into the group. A pilot is being carried out on patients at discharge with 2 community hospitals in Sutherland where all patients being discharged are automatically being offered a referral to Home Energy Scotland online referral portal, feedback will be shared with the group on completion. SMcA asked if other HB areas found that Employability Services in Local Authorities are under threat of budgets being cut. The group’s response was that at this moment in time budgets have not yet been confirmed.</p> | | <p>WT</p> <p>MB</p> <p>MB</p> |
| <p>AOCB</p> <p>MD – Health Scotland’s LWD team are looking at a Leadership Project over the next 5 years looking at building capacity within the 3rd sector and the areas for development. A new organisational lead for the development of Public Health Workforce is in place and they will be looking at mapping across all the boards and areas of development. Leadership in Health Inequalities learning resource is being introduced in 2017 for non-executives within HB’s which will be piloted next summer and migrated to Scottish Governments Portal after completion of the pilot. Lanarkshire are using a Peer Support approach to mental health within World of Work within their employability and mental health group and have a qualified CBT therapist working with them. MD is happy to share this information with the group if anyone would like to know more.</p> | | |
| <p>DONM</p> | <p>15th March 2017 Teachers Building Glasgow</p> | |

Actions

Donna Burnett

Forward Directors of Public Health response to Social Security consultation:

https://consult.scotland.gov.uk/social-security/social-security-in-scotland/consultation/view_respondent?show_all_questions=0& q_text=public+health&uuld=318859513 Done 21.12.2016

Jacqueline Brown –

Forward the stats around PIP to **AN**

See Potential events info to **AN**

Flexible support Fund information to **AN**

Forward the details of Partnership Managers in each area to **AN**

New Claimants monetary amounts link to **AN**

Links to help Co-facilitate for Maggie Vooght from A&A to **AN**

Margaret Dickson

Forward the link to the Fairwork Framework to **AN** who will forward to the group.

OFP Report to **AN - ONGOING**

Alison Newman

To look at the Employability website with a view to updating the information. **Ongoing with SG**
Working with Kate and Margaret re: storage of OFP papers/plans/examples - **ONGOING**

Kate Burton

Service Delivery (Welfare Reform Links) to **AN**
“Sticky Label” campaign details to **AN**
OFP report to **AN**

Lisa Buck

Share examples of OFP good practice asking the group for their preference for next WRHEF. **to AN**
External review of Glasgow HSCP’s Employability services report to group. **Attached**



Employability
Review HSCP Outco

Phil Myers

Send LB details of the progress of the planning papers going to CPP and the Board. **To LB**

Maggie Vooght

Share the eLearning tool (Welfare Reform and Impact of Poverty). **To be sent to MD**
Details of the event on 27th January <https://www.eventbrite.co.uk/e/dice-disability-inclusive-confident-employers-tickets-27304742219?aff=es2>
www.ayrshiredice.wordpress.com

Wendy Third

Single Gateway bid news to be shared with group. **Will be shared when available**

Margaret Brown

FP Rural Task Force/DPH and Energy carers: the task force chair and vice-chair (both of whom are based in Highland) met early January with Director of Public Health.

Energy Carers: is a proposal from the Highlands & Islands Housing Associations Affordable Warmth Group to the Scottish Government. The Task Force chair and vice-chair highlighted this at the meeting with our DPH in early January – at that time, a response was awaited from the Scottish Government. **Will be shared when available**

Discharge Pilot with Home Energy Scotland in Sutherland Hospitals: Staff from the hospitals and the Home Energy Scotland advice centre will meet early February to review. **Will be shared with group**

ALL

Local Practitioner information to Kate Burton for the Practitioner Forum that SG are setting up.