

**NHS Welfare Reform, Health and Employability Forum**

**5th |September 2019**

**13.00pm-3.30pm**

**Room 5.5, NHS Health Scotland, Meridian Court, 5 Cadogan Street, Glasgow**

**In Attendance:**

Lisa Buck (Chair)	NHS Greater Glasgow and Clyde
Louise Cook	DWP
Jacqueline Brown	Scottish Social Security Agency
Jim McKelvie	Scottish Social Security Agency
Donna Burnett	NHS Health Scotland
Margaret Dickson	NHS Health Scotland
David Ingles	NHS Lanarkshire
Gillian Lindsay	NHS Lanarkshire
Jeanette Hagerstrom	Scottish Government
Wendy Third	NHS Tayside
Sandra McAllister (VC)	NHS Highland

**Apologies:**

<b>Agenda Item</b>	<b>Action Point</b>
<p><b>Matters Arising:</b> Learning session discussed at previous meeting – should include discussion about the challenges experienced in our work and how these might be overcome. Fuel Poverty update from previous meeting – group requested details of fuel poverty initiatives previously collated by Alison (NHS Health Scotland) and Mark (Energy Savings Trust)</p>	<p>Group to include discussion on challenges at WRHEF event planned for 5<sup>th</sup> December.</p> <p>Donna to ask Alison Newman to send Fuel Poverty information to group.</p>
<p><b>Social Security Scotland Update from Jacqueline:</b> Experience Panels:</p> <ul style="list-style-type: none"><li>• Scottish Government have relaunched request for new members to join the Experience Panels;</li><li>• Experience Panel research reports are available on Scottish Government</li></ul>	<p>Social Security Presentation to be sent out with minutes of this meeting.</p>

<p>website. Web link included in presentation.</p> <p>Social Security Agency:</p> <ul style="list-style-type: none"> <li>• Initial services being delivered online;</li> <li>• 32 Client Support Team Leaders now in place across Scotland and Client Support Advisers taking up post at present;</li> <li>• Co-located delivery sites are being assessed;</li> <li>• Healthy Start – top ups and post pregnancy financial support provided however there is a lack of awareness of ongoing entitlement</li> </ul> <p>Scottish Child Payment:</p> <ul style="list-style-type: none"> <li>• The Scottish Child Paymnet is being brought forward to 2020 and Scottish Government are keen to work with partner organisations in the development of this.</li> </ul>	<p>All to ensure NHS staff know about this to raise awareness of patients who might be entitled.</p> <p>Contact Jacqueline if interested in supporting Scottish Government with the development of the Scottish Child Payment.</p>
<p><b>WRHEF Terms of Reference:</b></p> <p>In discussion about the group and it's terms of reference going forward it was agreed:</p> <ul style="list-style-type: none"> <li>• It is a useful forum for sharing good practice;</li> <li>• It would be good if the group could be more action focussed;</li> <li>• More consideration is required to determine specific objectives that we should come together as a group to deliver across all areas.</li> <li>• Instead of skimming the surface of updates it would be better to use the meeting time to have a discussion focussed on a single issue/area to determine common actions across all Health Boards;</li> <li>• Alignment with the Welfare Reform Health Impact Delivery Group (HIDG) to be improved through the WRHEF Chair becoming a member of this group;</li> <li>• Membership to be updated;</li> <li>• The virtual network for information sharing is useful;</li> <li>• Social Security Scotland to be added to the Terms of Reference;</li> </ul>	<p>Continue to hold learning events. Set up a collective resources store.</p> <p>Set up Task and Finish Groups for specific work to meet objectives when these have been agreed.</p> <p>Future meetings with an agenda themed around one area, eg. Employability; Welfare Reform Mitigation, Child Poverty Pathways, etc.</p> <p>Chair to join HIDG</p> <p>All to contact Margaret with up to date details of contacts to be included on circulation lists.</p>
<p><b>Welfare Reform Outcome Focussed Plan:</b></p> <ul style="list-style-type: none"> <li>• Margaret provided table, mapping the objectives of this group to strategic</li> </ul>	<p>Margaret to revise table and recirculate to the group for feedback.</p>

<p>priorities. The group agreed the strategic priorities that would be relevant and asked Margaret to revise. Also asked for revised table to include the relevant Outcome Focussed Plan objective alongside the relevant strategic priority.</p>	
<p><b>Mapping Collective Resources:</b> Task and finish group required to map collective resources for storage in a place accessible to everyone</p>	<p>All – if interested in being involved in this let Lisa know.</p>
<p><b>Local Updates:</b> Discussion about socially responsible recruitment</p>	<p>Refer to written updates Margaret will share update on what NHS Greater Glasgow and Clyde are doing to develop their recruitment practices as a Fair Work Employer; Jacqueline will information about Social Security Scotland's recruitment approach.</p>
<p><b>Scottish Government Update from Jeanette:</b></p> <ul style="list-style-type: none"> <li>• Fair Work and Disability Employment Gap: Scottish Government has developed a recruitment and retention plan to improve their equality and diversity approach as a Fair Work Employer.</li> <li>• National Transport Consultation open</li> </ul>	
<p><b>DWP Update from Louise:</b></p> <ul style="list-style-type: none"> <li>• DWP's role on the WRHEF - Louise asked what the group want from DWP as a member of this group and feedback included: advance notice of what DWP is introducing in terms of welfare changes and customer support.</li> <li>• Flexible Job Website has been set up to support parents identify suitable jobs, with flexibility, recognising the challenges in balancing work with childcare;</li> <li>• Health Related Job Loss consultation launched;</li> <li>• Local Partnership Managers – useful for NHS members of this group to connect with Local Partnership Managers in DWP, but this has not happened in every area.</li> </ul>	<p>Louise will send web link to consultation.</p> <p>Louise will circulate contact details for Local Partnership Managers across Scotland.</p>
<p><b>Any Other Business:</b> Date of next meeting 5<sup>th</sup> December 2019</p>	