

REPORT FOR: **CABINET**

Date of Meeting:	23 April 2015
Subject:	West London Mental Health and Employment Trailblazer programme
Key Decision:	Yes
Responsible Officer:	Caroline Bruce, Corporate Director of Environment and Enterprise
Portfolio Holder:	Councillor Keith Ferry, Deputy Leader and Portfolio Holder for Business, Planning and Regeneration
Exempt:	No
Decision subject to Call-in:	Yes
Wards affected:	All
Enclosures:	None

Section 1 – Summary and Recommendations

Summary

This report outlines the purpose of the externally funded three year (2015-2018) West London Mental Health and Employment Trailblazer programme. It seeks approval for Harrow Council to become the accountable body for the programme.

Recommendations:

Delegate authority to the Corporate Director Environment and Enterprise following consultation with the Portfolio Holder for Business, Planning, and Regeneration to enter into a grant funding agreement with DCLG for £1.2m Transformation Challenge Award, and to enter into a procurement process to secure a supplier to deliver the service.

Subject to grant award, delegate authority to the Corporate Director Environment and Enterprise following consultation with the Portfolio Holder for Business, Planning, and Regeneration to enter into a grant funding agreement with London Councils for up to £1.2m European (ESIF) match funding and to enter into a procurement process to secure a supplier to deliver the service.

Reason: (For recommendations) Grant funding will be used to support residents in receipt of employment related welfare benefits with common mental health conditions into sustainable employment.

Section 2 – Report

Introduction

The programme will help the council meet its priority to “Make a difference for vulnerable residents” and specifically to improve the “mental health and well being of residents” by utilising external funds to pilot an integrated employment and mental health support service for Harrow residents with common mental health issues claiming Employment Support Allowance (ESA) and Jobseekers Allowance (JSA) through an Individual Placement Service (IPS).

Options considered

- a) Do nothing
- b) Work with West London boroughs, the WLA, Department of Health, Department for Work and Pensions, University College London, and Centre for Mental Health, to develop and secure funds for an integrated mental health and employment programme.

Background

While unemployment in Harrow and across West London is reducing, there has not been a commensurate reduction in the number of people with Mental Health conditions claiming out of work benefits.

As part of the Growth Deal, Cabinet Office announced that the West London Alliance (WLA), and three Local Enterprise Partnerships (LEPs) would be trailblazers for a programme of support for unemployed individuals experiencing mental health conditions. The WLA would be responsible for

managing the West London Trailblazer, and Harrow Council would be the accountable body for the programme.

The pilot programme will run for three years from 2015 / 16. Being part of the pilot, presents Harrow Council an opportunity to help influence future government policy and the shape of future versions of the Work Programme.

The programme budget will be up to £2.4m, with £1.2M secured from the DCLG Transformation Challenge Award (TCA) and up to £1.2M Matched funding will be applied for from the European Social Investment Fund (ESIF). The funds will support over 1,000 west London residents with Mental Health issues, including potentially over 90 from Harrow.

The pilot will use an Individual Placement Service (IPS) to support beneficiaries. IPS has been used elsewhere in the UK to support clients with severe and enduring conditions, but this will be the first time it has been used to support people with common mental health conditions.

IPS includes

- Access to IPS supported employment for people with mental illness who want to work
- Employment support integrated with mental health treatment
- Competitive employment as a goal
- Access to personalised benefit counselling
- Job search soon after the person expresses an interest in working
- Employment specialists engaging systematically with employers
- Continuous job support
- Clients preferences are honoured

Participation on the programme is voluntary and can be made by self referral. The biggest sources of referral are likely to be Jobcentreplus, GP practices, voluntary sector groups, and potentially Children's Services (where a working age family member has common mental health condition) such as anxiety or depression.

Current situation

Why a change is needed

There is an increasing number of people with mental health issues claiming benefit for extended periods of time. This costs the UK an estimated £105bn a year. In the WLA boroughs, it is estimated that 28% of people claiming Employment Support Allowance (ESA) and Jobseekers' Allowance (JSA) have a common mental health condition. 95% of them will continue to be out of work for more than 12 months. 1 in 7 men develop clinical depression within 6 months of losing a job.

IPS will build on current mental health and employment support interventions for Harrow's residents. This includes Improving Access to Psychological Therapies (IAPT) and support run by voluntary organisations such as Mind in Harrow.

Implications of the Recommendation

Resources, costs

No financial commitment is being requested from Harrow Council. The Council's commitments extend to Officer time required to assist in the procurement process to identify IPS suppliers, mobilisation of the programme and its review during the pilot lifecycle. The WLA will provide the management and administration of the programme.

The programme delivery costs will be met by the TCA and later by the ESIF grant, if the WLA's EISF bid is successful.

The programme will require the procurement of a specialist provider to deliver an IPS to beneficiaries of the programme. A generic Service Specification template has been produced to enable the tender of the programme across West London, with each borough respectively populating the evidence base for the local context, (existing need and provision).

Performance Issues

The funding will improve our capacity to achieve better mental health and employability outcomes for up to 90 eligible residents across Harrow.

The funding will help achieve the draft Corporate Plan outcomes "Residents are supported to maintain their mental health and well-being" and residents supported into work". In the tender process providers will be asked to submit a range of additional KPIs which can show the distance travelled for beneficiaries.

Environmental Implications

The proposal will have minimal effect on the environment in general or on climate change. The procurement processes required to deliver the IPS contract will promote environmentally responsible and sustainable practices.

Risk Management Implications

Risk included on Directorate risk register? No

Separate risk register in place? Yes

Key Operational Risks	
Risk	Mitigating Actions
Lack of Borough alignment to one size fits all approach resulting in not all Boroughs participating	Cross-borough briefings held; CEOs of boroughs briefed on benefits of the pilot
Failure to detect impact of proposed intervention because proposal cohort targeted by other initiatives	Pilot design takes account of need to assess the impact of the intervention. Learning will be applied from first tranche rolled out in Barnet and on-going reviews enable fine tuning.

Failure to achieve cohort numbers	The budget available has meant that cohort numbers are conservative. Checkpoints will be held at key intervals to ensure numbers are on target.
Lack of providers with mental health and employment provision skills	The procurement process will geographically tailor commissioning of the contract by "lots to enable access to a wider range of smaller contractors with both skills.
Failure to maintain multi-agency buy in for the programme duration	The programme steering group will include representatives from all stakeholders and there will continue to be executive level engagement to affirm the degree of buy in from partners and stakeholders.

Legal Implications

The council has various statutory powers to develop and secure funds for an integrated mental health and employment programme and to enter into a procurement process to secure a supplier to deliver the service, including under section 2 of the Local Government Act 2000.

The council will have to comply with any grant funding conditions imposed by the DCLG and the ESIF funding agreements.

The procurement process will need to comply with public procurement rules. **HBPL will provide legal advice on the procurement process.**

Financial Implications

Harrow Council has successfully bid for Transformation Challenge Award of £1.2M on behalf of the West London Alliance. This funding is for the period between 2015 and 2017, with match funding of an equivalent amount to be applied for through the European Social Investment Fund (ESIF). Subject to the successful bid of the ESIF, the total programme budget is £2.4M.

Harrow Council is the accountable body for the programme. There is no financial risk associated with this. The contract(s) will only be let for the available funds in line with public sector procurement rules. The nature of the project means that the costs are driven by the number of interventions across all participating boroughs. When the full budget is utilised, no further participants will be accepted onto the programme. Therefore, neither over-commitment of costs nor potential overspend is anticipated.

Equalities implications / Public Sector Equality Duty

We see no adverse impact on the public sector equality duty from this decision.

The proposal is specifically aimed at helping and supporting people with common mental health conditions identified in our initial assessment.

Council Priorities

The Council's vision:

Working Together to Make a Difference for Harrow

Please identify how the report incorporates the administration's priorities.

- Making a difference for the vulnerable
- Making a difference for communities
- Making a difference for families

The programme will help the council meet its priority to "Make a difference for vulnerable residents" and specifically to improve the "mental health and well being of residents" by utilising external funds to pilot an integrated employment and mental health support service for Harrow residents with common mental health issues claiming Employment Support Allowance (ESA) and Jobseekers Allowance (JSA) through an Individual Placement Service (IPS).

Section 3 - Statutory Officer Clearance

Name: Jessie Mann	<input checked="" type="checkbox"/>	on behalf of the Chief Financial Officer
Date: 23 March 2015..		

Name: Stephen Dorrian	<input checked="" type="checkbox"/>	on behalf of the Monitoring Officer
Date: 23 March 2015		

Ward Councillors notified:	NO, as it impacts on all Wards
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EqIA carried out:

YES

EqIA cleared by:

Hanif Islam, Chair,
Equality Task Group
(Environment &
Enterprise) (23 March
2015)

Section 4 - Contact Details and Background Papers None

Contact: Mark Billington Head of Economic Development,
0208 736 6533 mark.billington@harrow.gov.uk

Background Papers: None

**Call-In Waived by the
Chairman of Overview
and Scrutiny
Committee**

NOT APPLICABLE

[Call-in applies]