

WorkWell – Stockport Delivery

Report To (Meeting):	ONE Stockport Health and Care Board		
Report From (Board Lead)	Philippa Johnson, Deputy Place Based Lead, NHS Greater Manchester (Stockport)		
Report From (Author):	Nick Hill, Economy, Work and Skills Manager, Stockport MBC		
Date:	30 th October 2024	Agenda Item No:	12
Previously Considered by:	One Stockport Health and Care Executive		

Purpose of the report:

This report provides the Board with an overview on the issues, aims and proposals for implementing the WorkWell Greater Manchester Vanguard Pilot in Stockport. The report sets out how Greater Manchester (GM) has recently submitted its Full Delivery Plan to the UK Government. Each of the ten localities in Greater Manchester is responsible for designing and implementing delivery of this 18 months programme within their own areas, as part of the overall GM approach, and this report sets out the approach proposed and recommended in Stockport, that has been jointly developed by NHS Greater Manchester Stockport Locality Team and Stockport Council, along with stakeholder input from a range of local partners in two workshops.

Key points (Executive Summary):**The GM WorkWell Vanguard Pilot**

- In May 2024, NHS GM received confirmation that it had been named as 1 of 15 national WorkWell Partnership Vanguard sites following an Expression of Interest (EOI) that was co-produced by NHS GM, Greater Manchester Combined Authority, all ten GM localities, and a range of other key stakeholders.
- In accordance with the grant agreement, the NHS GM WorkWell Partnership Vanguard has been co-produced to meet the 3 national programme objectives:
 1. Design and deliver an early intervention work and health service providing assessment, light-touch holistic support for health-related barriers to employment and a single joined-up view and pathway into services that are available locally to tackle specific individual and cohort needs.
 2. Take forward an integrated work and health strategy.
 3. Be part of a national learning programme.
- The Greater Manchester Vanguard is the largest, most complex, and most ambitious vanguard of the national programme, supporting the largest number of people, and covering both the greatest population size and geographical area. As such, it has been co-produced in partnership with the 10 local areas that make up Greater Manchester, and a wide range of other key stakeholders.

- The programme will support 3 key cohorts GM wide:
 - Individuals at risk of leaving the labour market, with a Mental Health or a Musculoskeletal (MSK) condition;
 - Individuals at risk of leaving the labour market that are awaiting community or elective care services;
 - Individuals recently unemployed in the last 6 months, and where a health condition has been a major contributing factor to leaving employment.
- Between 1st October 2024 and 31st March 2026, the 'Locality Led, GM Enabled' approach will support 8,000 people from 3 main cohorts listed above, and an option for a 4th 'Locality determined cohort', who are at risk of becoming economically inactive through poor health to remain in, or return to, good employment.

The Stockport Locality Approach

The Stockport Locality approach has been developed and co-designed following consultation workshops with key stakeholders, and it seeks to be the start of a strategic approach to better integration of work, skills, health and wellbeing services, through a single point of initial contact. The NHS Locality Team and Stockport Council have jointly led this.

WorkWell formally went live on 1st October, although each of the 10 Localities in GM could choose the most suitable start date for them. Stockport intends to start in early December, following completion of recruitment and contracting arrangements.

WorkWell will be a community based provision, with the Work & Health Coaches and the Work & Skills Navigator spending their time out meeting people in community settings, in particular Family Hubs and Libraries.

Proposal

- A Work & Skills Triage service is being developed as part of the In Work Progression Programme (to be based in Stockport Council). This will be the initial point of contact for accessing Work & Skills services, and will refer to WorkWell Team in Stockport.
- Work & Health Coaches incorporated into the existing Wellbeing Team at Viaduct Care (cost of £320k).
- Short-term programme December 24 – March 26. New contract proposed under delegated Contract Waiver powers for non-healthcare services
- Overlaps with current Health and Wellbeing Coaches/Social Prescribers roles but will be standard documentation required (Assessment & Action Plans).
- 4 FTE (Full-Time Equivalent) additional Health and Work Coaches to be employed.
- Total maximum possible funding if 816 supported is £659k (for eligible expenditure incurred).
- Initial set up costs for Locality team of £3k staffing time claimed in Quarter 2 2024/25.
- Potential to commission additional health support capacity e.g. Musculoskeletal (MSK) Pain Clinic, Mental Wellbeing, Leisure activities, counselling from our Reserves Fund, e.g. in VCSE (Voluntary, Community and Social Enterprise) sector as demand identified by customers (up to £335k).

- Some targeted focus, e.g. Central Stockport and Brinnington, and key priority groups such as Care Experienced young people, but universal offer across Stockport.
- Referrals from Work & Skills Triage role, and can also be direct from GP/Wellbeing team.

Funding & Participant Numbers in Stockport

- Following a 'Fair Share' modelling of the 8,000 GM beneficiaries across GM, based on population size, an indicative total of up to 816 beneficiaries was identified by GM for Stockport.
- The percentage of residents to be supported is limited to 30% in 2024/25 (6 months) and 70% in 2025/26 (12 months).
- Funding, to be paid quarterly in arrears, is based on the agreed number of people to be supported, and then actual people supported (in terms of Assessment & Action Plan) – this is based as follows:
 - 60% basic funding on agreed numbers
 - 40% based on actual participants
 - £800 is paid per participant in 2024/25 and £811 per participant in 2025/26
- We plan to deliver on this breakdown in Stockport which equates to 816 participants (245 starts in 2024/25; 571 starts in 2025/26).
- This would generate maximum funding of: **£197,725 in 2024/25** (£118,635 basic and £79,090 participant starts dependent) and **£461,358 in 2025/26** (£276,814 basic and £184,543 participant depending). **Total £659,083. This is the maximum possible funding and is also only released if eligible expenditure incurred to the value.**
- The funding would need to cover, Work & Health coaches, services for referral, pan GM specialist support if required, additional participant needs commissioned, and locality promotion and engagement.
- Payment from DWP (Department of Work and Pensions) is in arrears.

Next Steps

- Complete contract waiver process, Data Protection Inter-Authority Agreement (DPIA), and Data Management arrangements to link to GM IT.
- Internal Governance – One Stockport Health and Care Board and Health & Wellbeing Board.
- Formal appointment of Work and Health Coaches.
- Recruitment of Work & Skills Navigator.
- Planned start of December 2nd, 2024.
- Ongoing progress reporting to One Stockport Health Care Board.

Recommendation:

The Board are asked to:

- Consider the information provided on how WorkWell will operate in Stockport and across Greater Manchester.
- Agree and support the approach in Stockport to employ the required Work & Health Coaches within Viaduct Care, as part of a new Contract, under delegated Contract Waiver powers.
- Agree to receive progress reports.

Decision	x	Discuss/Direction	x	Information/Assurance	x
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Aims (please indicate x)		
Which integrated care aim(s) is / are supported by this report:	People are happier and healthier and inequalities are reduced	x
	There are safe, high-quality services which make best use of the Stockport pound	x
	Everyone takes responsibility for their health with the right support	x
	We support local social and economic development together	x

Conflicts of Interests

Potential Conflicts of Interest:	None identified
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Risk and Assurance:

List all strategic and high level risks relevant to this paper	The main risk to the programme is that not enough participants are engaged and commence, which could have income and reputational issues. The income risk is mitigated, as the costs of the Work & Health Coaches Team, which is central to delivery is less than the basic funding element (which makes up 60% of costs). Actively embedding the offer within existing social prescribing services and the Neighbourhood and Prevention Programme / Family Hubs, along with strong promotion and engagement with Primary care and employers should mitigate the engagement issue and maximise referrals. We will also be putting in place a Work & Skills Triage to support an ease of access to Work & Skills support for residents and employers
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Consultation and Engagement:

Local People / Patient Engagement:	There have been two stakeholder workshops to help co-design the Stockport Locality Plan. The Mental Health & Wellbeing Partnership have also been engaged on WorkWell, which includes people with Lived Experience – Further engagement on lived Experience will evolve to help shape support as the programme develops.
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Workforce Engagement:	There have been two stakeholder workshops to help co-design the Stockport Locality Plan. The Mental Health & Wellbeing Partnership have also been engaged on WorkWell. The Primary Care sector will be actively engaged in the lead up to going live to help promote the programme with GP surgeries, including via the existing training support and additional workshops, such as the Primary Care Masterclass in early November. Employability partners have also been engaged regarding WorkWell to support referrals when the programme goes live.
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Potential Implications:			
Financial Impact: Please note - All reports with a financial implication require detail of the level of funding, funding stream and comments from Finance.	Non-Recurrent Expenditure	£320,116 (minimum to cover contract for Work & Health Coaches). Potential for further expenditure on support services, e.g. from VCSE partners as needed by participants up to a maximum of additional £335K if all 816 participants starts. £3k of Locality staffing time claimed as set up costs in Q2 2024/25.	
	Recurrent Expenditure (please state annual cost)	£	
	Funding stream	Yes	No
	Included in the s75 Pooled Budget		
	GM ICB (Stockport) delegated budget	√	
	The WorkWell funding is Department of Work & Pensions budget, allocated via GM NHS ICB.		
Finance Comments:	Committed expenditure is less than the 60% basic funding level in each financial year therefore no risk of the programme overspending. Additional expenditure will only be committed against the 40% of funding based on actual participants once actual participant numbers are known.		
Performance Impact:	The WorkWell Programme should contribute to One Stockport Plan outcomes around improved economic and health outcomes. In particular seeking to help targets around reduced numbers of workless households and increased employment rate as set out in the Economic Plan.		
Workforce Impact:	Staffing capacity is being increased in order to deliver this programme. The WorkWell Programme will also link in with existing outreach provision such as Family Hubs, supporting the offer available to the workforce utilising community buildings / undertaking community engagement. The Primary Care sector will also have a clear service for staff to refer to for patients at risk of falling out of the labour market.		
Quality and Safety Impact:	Quality Impact Assessment to be done – timescales not enabled this yet.		
Compliance and/or Legal Impact:	Grant Agreement with GM NHS provides compliance requirements for Stockport Locality.		

Equality and Diversity: Has an equality impact assessment been completed?	General Statement:					
	If Not Applicable please explain why	Yes		No	√	N/A
		Timescales not enabled this yet – to be done.				
Environmental Impact: Has an environmental impact assessment been completed?	General Statement:					
	If Not Applicable please explain why	Yes		No	√	N/A
		Timescales not enabled this yet – to be done.				