



London Borough of Hammersmith & Fulham

CABINET MEMBER DECISION

SEPTEMBER2014

WEST LONDON MENTAL HEALTH AND EMPLOYMENT LEP PILOT – NATIONAL TRAILBLAZER

Report of the Cabinet Member for Economic Development and Regeneration and the Cabinet Member for Health and Adult Social Care

Open Report

Classification - For Decision

Key Decision: No

Wards Affected: All

Accountable Executive Director: Melbourne Barrett

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AUTHORISED BY:

The Cabinet Members have signed this report.

DATE:30 September 2014..

1. EXECUTIVE SUMMARY

- 1.1. As part of the Growth Deal (whereby local enterprise partners LEP can seek freedoms, flexibilities and influence over resources from government to achieve their identified growth priorities) the West London Alliance (WLA) and three LEPs outside of London have been asked to develop pilots which integrate mental health and employment support to help people with common mental health conditions return to work more quickly.
- 1.2. By being part of the pilot, the London Borough of Hammersmith and Fulham (LBHF) and WLA will gain additional investment in the region, which would otherwise be allocated to

other regions of the UK. It will allow the seven boroughs to provide assistance to a group of residents who currently lack effective targeted support to find employment.

- 1.3. The project focusses on employment support to those people suffering from mental ill health and currently in receipt of support services. 1050 people will be supported. 299 of these are in Hammersmith and Fulham.
- 1.4. The pilot will be funded through the Transformation Challenge Award (TCA) for £1.2million. The pilot will run for three years from April 2015. It will also be funded through European Social Funding (ESF) for a matching £1.2million. This Cabinet Member Decision is for the bid developed by WLA for the TCA element. The bid for the ESF element will be developed in January. Workshops will take place in October and November to design the project detail and commissioning processes.

2. RECOMMENDATIONS

- 2.1. That the Council give in principle support to the bid and authorise the Executive Director of Finance and Corporate Governance to provide confirmation that the necessary resources will be applied to the project.

3. REASONS FOR DECISION

- 3.1. To confirm the Council's sign off of the bidding process.
- 3.2. This bidding process should ultimately allow us to be involved in how these services will be delivered in LBHF. If we do not give approval we will be excluded from this pilot.

4. INTRODUCTION AND BACKGROUND

- 4.1. The Transformation Challenge Award is a fund which makes £120 million grant available to support local authorities re-engineer their business practices and redesign service delivery.
- 4.2. The deadline for bids for 2015 to 2016 funding is 1 October 2014.
- 4.3. Last year's Transformation Challenge Award 2013 to 2014 saw 18 successful bidders, with 44 local authorities and 5 fire authorities, benefitting from funding. The Transformation Challenge Award 2014 to 2016 aims to build upon the successes of last year's Transformation Challenge Award and help councils take transformation even further forward.
- 4.4. The bid being submitted by WLA includes the six full WLA member boroughs, and LBHF.
- 4.5. The cohort will be Employment Support Allowance (ESA) claimants with common mental health conditions; and Job Seekers Allowance (JSA) claimants with Common

Mental Health conditions. Therefore the cohort will be made up of the following sub-cohorts:

- 4.5.1. ESA Claimants with primary or secondary Mental Health conditions
- 4.5.2. ESA Claimants in the Assessment Phase with Primary or Secondary Mental Health conditions
- 4.5.3. New ESA claimants
- 4.5.4. JSA claimants with Common Mental Health conditions

5. PROPOSAL AND ISSUES

- 5.1. At a high level, the designed intervention will develop an Individual Placement and Support (IPS) service, which will be rolled out in 3 phases across the 7 participating boroughs, targeting ESA claimants with Common Mental Health conditions.
- 5.2. The design will be refined for each borough to take the learning from those earlier in the roll out and to ensure it fits with existing local provision.
- 5.3. IPS is a proven intervention with good evidence that it is effective in getting job seekers back into work. It has previously been targeted at people with Mental Health conditions categorised as “Severe and Enduring” conditions – although provision varies geographically.
- 5.4. The WLA pilot is innovative in that the approach seeks to test the efficacy of IPS on people with common mental health problems on certain benefits. Claimants will be identified through a broad range of channels including Job Centre Plus, Social Care, GPs, and Secondary Mental Health providers. They will be referred to an IPS service, which will be procured from Mental Health and IPS providers.
- 5.5. Each of the three tranches will have a rollout period, followed by a 12 month referral window, allowing for the majority of claimants to receive IPS support through to a successful outcome.
- 5.6. Following the first roll-out, learning will be applied to subsequent rollouts to resolve any issues that were encountered.

Individual Placement and Support Service IPS

- 5.7. There are 8 IPS Principles:
 - 1) Universal access to IPS supported employment to people with mental illness who want to work.
 - 2) Employment services are integrated with mental health treatment services.
 - 3) Competitive employment is the goal.
 - 4) Personalized benefits counselling is provided.
 - 5) The job search starts soon after a person expresses interest in working.
 - 6) Employment specialists systematically develop relationships with employers based upon their client's preferences.
 - 7) Job supports are continuous.
 - 8) Client preferences are honoured.

- 5.8. Where it has been implemented, the evidence base points to a very good return on investment.

Bid Timetable

- 5.9. 13th August - First Co-design Workshop was held
28th August - Second Co-Design and Initial CBA Analysis Workshop
10th September - Final Co-Design and CBA Drafting Workshop
29th September - 30th September – S151 Officer (and equivalent in partner organisations) sign-off Business Case
1st October, CBA and Business Case Due - 5pm

6. OPTIONS AND ANALYSIS OF OPTIONS

- 6.1. By giving agreement in principle at this stage LBHF will gain additional investment in targeted employment support to around 300 disadvantaged residents. We will also have the opportunity to work on a practical project with the 6 West London boroughs that make up WLA.
- 6.2. We could not participate at this stage and consider findings of this pilot. If we then considered the pilot to be successful and appropriate for our residents, we could potentially bid for European Social Funding to pilot in LBHF at a future time. However we be very unsure of receiving ESF for this provision if we bid as a solo borough and the current ESF commissioning process is due to start in January 2015.

7. CONSULTATION

- 7.1. The bid was developed through a series of workshops involving a wide range of stakeholders, including the 7 boroughs, the Centre for Mental Health, MIND, Central North West London Mental Health Trust, the West London Mental Health Trust, the voluntary sector, Jobcentre Plus, Work Programme providers, the Cabinet Office, the Department of Work and Pensions and the Department of Health.
- 7.2. Colleagues have been consulted within Adult Social Care, Public Health and Economic Development, and colleagues from the West London Mental Ill Health Trust all of whom attended the workshops to develop proposals.
- 7.3. The early stage proposals were shared at the Adult Social Care, Mental Health & DWP Network & Executive groups, currently Chaired by Cllr Robathan, previously Chaired by Cllr D'Souza.

8. EQUALITY IMPLICATIONS

- 8.1. The cohort to be targeted has been defined by DWP. There are no expected equality implications.

9. LEGAL IMPLICATIONS

- 9.1. This Participation requires S151 officer sign off.
- 9.2. Be aware of the commitment to provide resources other than match funding, in particular officer time (see 'Non-monetised costs and benefits').
- 9.3. With regard to the procurement of the services, we are of course still awaiting new regulations to come in to force but we should be mindful that, depending when any ancillary procurement process commences, it may be governed by the new and not existing regime.
- 9.4. The London Borough of Harrow is the lead authority and will be accountable for ensuring that funding is spent responsibly to avoid clawback. DCLG provide the following advice note:

How will funding be administered and will it be ring-fenced?

Payments will be in the form of a Section 31 grant payment which is not ring-fenced. This kind of grant payment allows local authorities greater flexibility in how they go about providing services to their residents. DCLG will not clawback funding awarded under this Scheme in-year. The profile of payments and whether funds are paid in advance or arrears (within the financial year) will be agreed once successful bids have been identified. The Section 151 Officer in the lead bidding authority will be personally accountable for ensuring that funding is spent responsibly.

- 9.5. Relationships between the WLA authorities will proceed on the basis of existing WLA agreements; DCLG are not expecting us to sign-up to a formal legal agreement between the 7 boroughs.
- 9.6. Implications verified/completed by: Rachel Lansdowne, Senior Solicitor (Contracts), Bi-borough Legal Services London Borough of Hammersmith and Fulham, Tel: 020 8753 2774.

10. FINANCIAL AND RESOURCES IMPLICATIONS

- 10.1. The bid sets out that the WLA requires £95,000 funding in 14/15 to ensure early implementation of the programme. The WLA have informed us the £95,000 is being applied for from Department of Communities and Local Government TCA funding for 2014 / 2015 and will not be requested from the WLA Boroughs.
- 10.2. The bid also sets out that each partner borough will be expected to commit officer time and access to their infrastructure to support the pilot. However the WLA have confirmed they do not envisage staff from Boroughs (or any agencies) producing deliverables, this will be done by the central WLA team. The borough contribution is limited to providing subject matter expertise, and reviewing designs etc. and is expected to be available from within existing resources.
- 10.3. The bid assumes match funding from ESF of £1.2m. The bid for the ESF element will be developed in January. If the ESF bid is unsuccessful then the programme will be reduced in size.

10.4. Implications verified/completed by: Kathleen Corbett, Director of Finance & Resources, Housing and Regeneration Department, Tel: 020 8753 3031


11. RISK MANAGEMENT

11.1. The key risk is in availability of staff resources and whether the existing team resources will be able to meet the requirements of project development, delivery and liaison.

12. PROCUREMENT AND IT STRATEGY IMPLICATIONS

12.1. LBHF will not have responsibility for procurement of the services funded through this bid. West London Alliance and the London Borough of Harrow as accountable body, will control procurement which will be carried out to robust Local Authority standards.

LOCAL GOVERNMENT ACT 2000 **LIST OF BACKGROUND PAPERS USED IN PREPARING THIS REPORT**

No.	Description of Background Papers	Name/Ext of holder of file/copy	Department/ Location
1.	Transformation Challenge Award 2015-16 Final Bid West London Alliance  Transformation Challenge Award 201	Ingrid Hooley x6454	Economic Development, Learning & Skills, THX 3 rd Floor.