

HEALTHY ECONOMY PRIORITY UPDATE

Report of Ken Bremner, Chairman and Chief Executive of South Tyneside and Sunderland NHS Foundation Trust on behalf of the Healthy Economy Working Group

1.0 Purpose of the Report

- 1.1 To inform the Board of the progress being made against the healthy economy priority.

2.0 Progress Update

- 2.1 The Board has previously heard that the working group is focussed upon three work strands:
- 1) Workplace Health: employers' role in improving employee's health
 - 2) Healthy labour-force: the health of those in work and seeking work
 - 3) Employment in the health and social care sector: understanding and tackling recruitment issues and wider workforce opportunities.
- 2.2 **The workplace health strand** focuses on both large and small organisations. Large organisations tend to have the resources to commit to an in-depth programme of employee health (namely the Better Health at Work Awards), whereas small and medium size enterprises (SMEs) tend to feel the burden of this commitment, so the less onerous Sunderland Workplace Health Alliance was created. In relation to employers across the city, there are 4850 (85.8%) micro organisations, 765 SME employers (11.6%) and 40 large employers.
- 2.3 Evidence shows that employers that invest in appropriate workplace health initiatives to support the health and wellbeing of their employees, have the potential to see a significant return on investment. A review of academic studies showed that the return on investment for some workplace health initiatives can range on average from £2 to £34 for every £1 spent.
- 2.4 Beyond the financial benefits, there are advantages to individuals and communities. Workplace health is an important piece in the puzzle of creating healthy, vibrant, and productive communities. Those healthy communities stand at the heart of a vital local economy that attracts new employers and industries, creates jobs, increases housing values, enhances prosperity and supports local, national, and global competitiveness.
- 2.5 The aim of this work strand is to raise the profile of health and wellbeing interventions in the workplace which will result in business benefits, such as reduced sickness absence, improved staff morale, increased productivity and performance. The key aims of this work strand are:

- Championing an evidence-based approach to health, work and wellbeing
 - Promoting a clear message on the benefits of engaging in workplace health
 - Increasing the number of organisations that promote a healthy workplace and actively engage staff in wellbeing activities through uptake of:
 - a) Better Health at Work Award for all public sector and large organisations
 - b) Sunderland Workplace Health Alliance programme for all SMEs.
- 2.6 This strand of work has progressed to a point where a draft action plan has been prepared (see appendix 1). This contains objectives, actions and metrics for lead officers from organisations across the working group.
- 2.7 **The healthy labour-force strand** is focussed on the outcomes of people with mental health issues, learning disabilities or physical disabilities, and who are less likely to be in work or good work. There are currently a range of interventions in place to try and address this through Sunderland Care and Support (SCAS) and other organisations, though the full picture of provision is unclear. Through the City Plan independence levels of people with disabilities are being monitored, however the depth of this data is still being assessed.
- 2.8 In relation to this, Sunderland College has been contacted because of the work it has undertaken and the support it has provided to 16-18 year olds that have disabilities or are looked after children etc. Some analysis of the outcomes for these cohorts (such as moving into work or attending university), will be undertaken due to anecdotal evidence from SCAS that clients are not moving on from the services they receive. Work will also be undertaken to establish how certain programmes, such as Project Choice, successfully embeds these cohorts into the city's anchor organisations.
- 2.9 The DWP has also launched a programme that focusses Jobcentre efforts on helping people with health conditions and disabilities, looking at how it engages the client group and how it can offer the widest range of provision. The lead for this work strand will monitor the progress of this programme.
- 2.10 In summary, the focus of this work strand will be upon NEETS, young people attending college, and college leavers, as well as targeted work to get these cohorts into work, encourage existing schemes and anchor organisations to do more and to co-ordinate effort.
- 2.11 One example of planned work is within Sunderland City Council, which is seeking to improve its understanding of health and wellbeing issues within its workforce, in order to support improved outcomes. The next employee survey will include questions on health behaviours, as well as questions to give a broader understanding of how organisational culture and practice impacts on employee health and wellbeing. An Employee Health and Wellbeing Steering Group has oversight of this work. Improved insight will help define key health and wellbeing challenges and future action. Learning will be shared with partners.

- 2.12 **The Employment in the health and social care sector strand** continues to investigate the Apprenticeship Levy as a means of increasing the number of people attracted to a career in health and social care. The council's Assistant Director of People Management is identifying a way forward for this, initially meeting peers from South Tyneside Council and South Tyneside and Sunderland Foundation Trust.
- 2.13 The University of Sunderland is looking to bid for European Social Fund monies (specifically skills for growth/apprenticeship levy) and proposes using the apprenticeship levy as match funding for the bid. The council has been asked to partner the University in progressing this and the council's learning and skills service has submitted a proposal focussed on health and social care delivery, aiming to deliver 210 apprenticeships over 3.5 years and matching £650,000 of levy with ESF grant.
- 2.14 The intended approach to using the levy as a lever to attract more people to the Health & Social Care sector, is to persuade organisations to make best use of their own levy funds as well as asking organisations with unused levy to passport this to other organisations. However, an organisation cannot simply passport their unused levy to another organisation, they must track the progress of each individual assisted by the levy, thereby adding a layer of complexity to the process. The council is looking at the feasibility of creating a post that will co-ordinate this work. Anecdotal evidence suggests there is little appetite amongst the business community for taking up spare council levy. Consequently, new ways of addressing this opportunity with the business community will be developed.
- 2.15 In summary, the focus of this work strand will be to develop an Apprenticeship Levy programme across the large public sector organisations in the city, with a view to utilising unspent levy as a driver to boost apprenticeship take up in the Health & Social Care sector.

3.0 Recommendations

- 3.1 The Board is recommended to:
- Receive the progress update report on the three strands of the Healthy Economy priority
 - Ask the Healthy Economy Working Group to bring finalised action plans and performance measures to a future meeting of the Board.

Draft Action Plan

	Objective	Initiative and actions	Accountable Lead	Monitoring & metrics		Update from April 2019 to March 2020
1	Support evidence-based local healthy workplace schemes which encourage employer-led workplace health activity	Ongoing public health initiatives to support businesses on Health, work and wellbeing	Gillian Gibson	Provision of Workplace health Schemes, namely Better Health at Work Award and Workplace health Alliance		
		Workplace Health Alliance Action plan to be supported and SME businesses encouraged to become members	Yusuf Meah Gary Barnfather	Workplace Health Alliance governance strengthened, and action plan established	30 businesses signed up to the Sunderland Workplace Health Alliance membership annually	
		The regional and local Better Health at Work Award Scheme supported with all anchor organisations enrolled	Yusuf Meah Healthy Workplace Coordinator (PCP/SCC)	15 anchor businesses signed up and successful on the bronze level of the Better Health at Work award Scheme annually	25 anchor organisations continuing and successfully awarded on the Better Health at Work award silver, gold and continuing excellence level	
2	Leadership buy in to workplace health from the Health and Wellbeing Board and Dynamic City Board	All members of the HWBB to ensure a named lead from their organisation has overall responsibility for their organisation's employee health and wellbeing	Ken Bremner	Number of named leads and organisation		

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		All members of the HWBB to sign up to the Workplace Health Alliance Charter		Number of HWBB members signed up to the Workplace Health Alliance	Number of HWB members who have implemented the Workplace Health Alliance Charter	
		All members of the HWBB which have over 250 employees to sign up to the Better Health at Work Award		Number of HWB members signed up to the Better Health at Work Award Scheme (BHAWA)	Number of HWB members successfully achieved Better Health at Work Award (BHAWA)	
		Dynamic City Board to establish a plan to engage SMEs on health and Wellbeing	Catherine Auld	Number of businesses enrolled on to Workplace Health Alliance		
3	Establish baseline of health and wellbeing within businesses and develop remedial action plans	Pilot an online Health Needs Assessment with 15 employers (small and large) which identifies key issues and establish plan to improve employee health and wellbeing	Healthy Workplace Coordinator (PCP/SCC)	15 businesses completed the Health Needs Assessment	Number of organisations implementing an action plan	
		Identification of key health issues experienced by employees and key types of action taken by employed	Janet Collins/ Professor Ling	Improvement made by businesses in the annual Health Needs Assessment results		
4	Develop knowledge, skills and build capacity of upper and middle tier management	Provide Health Advocate training to the nominated leads (and champions) of all businesses signed up to the BHAWA and Workplace Alliance	Healthy Workplace Coordinator (PCP/SCC)	12 Health Advocate training sessions annually	Number of health advocates trained monthly	

	Objective	Initiative and actions	Accountable Lead	Monitoring & metrics		Update from April 2019 to March 2020
	through a menu of opportunities via which they can facilitate change as a health and wellbeing ambassador within their workplaces	Facilitate Mental Health First Aid training to the nominated leads (and champions) of all businesses signed up to the BHAWA and Workplace Alliance	Healthy Workplace Coordinator (PCP/SCC)	3 Mental Health First Aid training sessions annually	Number of Mental Health First Aiders trained monthly by organisation	
		Facilitate a menu of support to Businesses completing portfolios for the Better Health at Work Award	Healthy Workplace Coordinator (PCP/SCC)	15 public sector or large businesses signed up on the bronze level of the Better Health at Work award Scheme annually	25 public sector or large businesses continuing and on the Better Health at Work award silver, gold and continuing excellence level	
		Lead practice sharing sessions for all businesses signed up to the BHAWA and Workplace Alliance	Yusuf Meah Healthy Workplace Coordinator (PCP/SCC)	4 Workplace Alliance network meetings	1 practice sharing event	
					1 BHAWA celebration event	
5	Build intelligence and future for Workplace Health in Sunderland	Scope the impact of existing workplace health initiatives in Sunderland and recommend ways to enhance the offer to businesses	Professor Ling	Annual evaluation of Sunderland workplace health initiatives and its impact on health and wellbeing for the local population.		

