

Policy Framework Statement 2013-16

Employability, Financial Inclusion and Responding to the Recession

1. National Context

Despite a range of national policies which address poverty and inequality there are a set of current concerns such as the impact of welfare reform, austerity, the recession and budget pressures which are likely to make things worse for many people living in NHS GGC.

2. Local Context

The Employability, Financial Inclusion and Recession Framework complements the Tackling Inequality Policy Framework and the Health Improvement Framework. Outcomes in the planning frameworks support the delivery of two Corporate Plan strategic priorities:

- Early intervention and preventing ill-health; and
- Tackling inequality.

3. Key Issues for Planning Frameworks

General considerations for each planning framework

All planning frameworks should consider the impact of the current economic climate and welfare reform on patients in their services. For example is an increase in poverty going to widen the gap in health outcomes for your patients and if so how will your outcomes mitigate the impact on health?

Additional issues for specific frameworks

Where appropriate, planning frameworks should include outcomes to address the employability aspirations, money worries and impacts of the recession of people using their services under the following priorities.

Early Intervention and preventing ill-health

We have improved employability outcomes for people who have barriers to work caused by disability or long term ill-health.

We have identified patients at risk of poverty and referred them for financial inclusion advice.

Tackling inequality

People with barriers to accessing services caused by poverty will be supported so that their health needs are addressed.

We have narrowed the health gap by mitigating the impact of welfare reform on patients.

4. Additional Direction for Development Plans

As in previous years, Development Plans will be required to demonstrate actions to meet the employability and financial inclusion aspirations of the organisation. This will include evidence of implementing the following:

- Modern apprenticeships;
- Social benefits clauses in NHS contracts;
- Active involvement in employability and financial inclusion partnerships;
- Staff routinely asking patients questions on employment, money worries and other social circumstances affecting their health;
- Clear pathways between health services and employability and financial inclusion support organisations;
- Rehabilitation for people to help them return to work to fulfil the requirements of the Scottish Offer;
- Action to improve staff health; and
- Action to ameliorate the impact of welfare reform and the recession.

A report on the recession indicators developed by NHSGGC will be made available in October 2012.

The Understanding Glasgow website can be used to understand the current economic situation for people in Glasgow.

Updates on the impact of welfare reform will be made available on the Planning intranet site.