

## EMPLOYABILITY, FINANCIAL INCLUSION AND RESPONDING TO THE RECESSION POLICY FRAMEWORK 2014-15 UPDATE

### Relevant changes to the national and local context

- Below are national and local developments which should be considered in local planning on employability, financial inclusion and responding to the recession:
  - a report to the Scottish Parliament in April 2013 indicated that the Scottish economy will lose 1.6 billion per annum as a result of welfare reform. There is evidence this will negatively affect communities who are already disadvantaged and some particular groups in the community (e.g. people with disabilities, lone parents etc.). Universal Credit is due to be implemented in 2014 although this may be delayed. Information on welfare reform can be found at [www.equality.scot.nhs.uk](http://www.equality.scot.nhs.uk);
  - work is underway at Scottish Government to tender for the Health and Work Service funded by the DWP which will require GPs to make a referral for anyone off work for 4 weeks for MSK and mental health advice. The details of this are in the very early stages;
  - the Board process to increase the significance of tackling inequality as a NHSGGC priority will have concluded in 2013-14. Responses to poverty and welfare reform will be considered as part of this process. Findings from the SMT sessions and event in November will be highlighted in the Planning Guidance for 2014-15;
  - while there is concern about the health and public health implications of the recession, austerity and welfare reform the impact is difficult to measure.

### Areas which require additional or particular focus for year 2

#### The Planning Groups have identified additional focus/ requirements for 2014-15 as follows:

- **Community Benefits:**
  - NHSGGC reaffirms that as a purchaser of goods and services and an investor in communities we utilise the organisations purchasing power to maximise the NHSGGC's contribution to economic regeneration to reduce poverty and income inequality. Community Benefits are an effective and proven way of doing this and EHSR proposes that NHSGGC establishes a baseline and target for 2014-15.
- **Employability:**
  - activity on employability is mainstreamed in most areas across NHSGGC and is reported on in terms of patient referrals for employability support. However in 2014-15 we need to improve:
    - how we understand improvements for patients as a result of employability;
    - how we mainstream pilots which have been effective in supporting patients, particularly vocational rehabilitation to keep people in work;

- patient focused employability:
  - a logic model has been developed for local areas to ensure activity is in place to deliver employability support for patients;
  - a recent Staff Survey on Employability and Financial Inclusion is available which measures staff confidence on asking their patients work and money related questions and referring them for support.
  
- **Financial Inclusion:**
  - the priorities for 2014-15 are:
    - increase referrals to Money Advice Services;
    - continue to mainstream Healthier Wealthier Children including increasing midwifery referrals;
    - identify disabled people affected by welfare reform changes and build sustainable referral pathways to financial inclusion advice;
    - challenged staff attitudes to poverty by raising awareness of the facts around poverty and welfare reform;
  - two of these are also included as priorities in the 2014/15 Tackling Inequality Policy update.
  
- **Responding to the Recession:**
  - the 3<sup>rd</sup> report on the indicators will be available in November and mental health indicators are being explored as this is the service area where the impact is most likely to be felt by patients.

#### **Review of measures**

- 25% of contracts (Capital, Estates and Corporate Contracts) that exceed threshold detailed in Better Health through Employment Framework (**the contract likely to employ more than 20 people over more than 1 year within the Health Board area**) have a community benefit clause.