

## MUNICIPAL YEAR 2019/2020 - REPORT NO.

**PORTFOLIO DECISION OF:**

**Cabinet Member: Health and Social Care**

**Key Decision: KD4931**

**REPORT OF: Bindi Nagra**

Director of Health and Adult Social Care

Contact officer and telephone number:  
Iain Hart, 020 8379 4270  
[iain.hart@enfield.gov.uk](mailto:iain.hart@enfield.gov.uk)

<b>Agenda - Part: 1</b>	<b>Item:</b>
<b>Subject:</b>	Retender of the provision of work opportunities for adults with mental health needs
	Cabinet Member consulted: <b>Cllr Alev Cazimoglu</b>

### 1. EXECUTIVE SUMMARY

- 1.1 Supporting people with Mental Health (MH) conditions to achieve employment is a national indicator. Remploy Ltd has been delivering the current Service in Enfield.
- 1.2 This report seeks approval to continue the Individual Placement and Support (IPS) model and commence a retender process. The duration of the contract is proposed to be two years with a further two year extension based on performance, (total 4 years).
- 1.3 The Procurement and Commissioning Review Board agreed the business case on the 11<sup>th</sup> June 2019.

### 2. RECOMMENDATIONS

- 2.1 That approval is given to retender the service, employment support for adults with mental health conditions.

### **3. BACKGROUND**

- 3.1 96% of adults with mental health problems in contact with secondary care services in Enfield are not in employment<sup>1</sup>. As a result, supporting people with mental health conditions to achieve employment is part of the national and local public service performance indicators. Local Authority and MH Trust's outcomes are nationally monitored in this area.
- 3.2 A new support model was identified and presented to the P&C Review Board on the 2<sup>nd</sup> November 2016. The proposal recommended approval for developing and facilitating the Individual Placement and Support (IPS) model in the borough. After further consultation with commissioners, the Board granted a go ahead agreement on 18<sup>th</sup> January 2017 for a two year pilot project.
- 3.3 The IPS delivery approach has been applied by some local authorities in London, including neighbouring boroughs Haringey and Barnet as well as Havering and Tower Hamlets. Similar to Enfield there has been positive feedbacks on the scheme from those boroughs.
- 3.4 The current contract for support for adults with mental health conditions is for two years commencing on the 1<sup>st</sup> January 2018 and ending on the 31<sup>st</sup> December 2019
- 3.5 The current contract has been delivered by Remploy who have been successful in working closely with locality teams and have exceeded targets in dealing with the number of referrals and engagements with individuals. Feedback from the Mental Health teams and the Trust has been positive; along with feedback from the partner in the pilot project; Mental Health and Employment Partnership Ltd (MHEP). Please see below on the next page the current performance.

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<sup>1</sup> Enfield Joint Adult Mental Health Strategy 2014-2019

[http://www.enfield.gov.uk/download/downloads/id/8494/enfield\\_joint\\_adult\\_mental\\_health\\_strategy\\_2014](http://www.enfield.gov.uk/download/downloads/id/8494/enfield_joint_adult_mental_health_strategy_2014)

Period	Q1		Q2		Q3		Q4		Total	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Referrals	10	<b>50</b>	22	<b>14</b>	28	<b>39</b>	28	<b>51</b>	88	<b>154</b>
Engagement	7	<b>47</b>	18	<b>12</b>	23	<b>20</b>	23	<b>28</b>	71	<b>111</b>
Job starts	2	<b>4</b>	6	<b>7</b>	7	<b>7</b>	7	<b>7</b>	22	<b>23</b>
Sustained employment > 6 weeks	0	<b>0</b>	2	<b>3</b>	4	<b>8</b>	6	<b>5</b>	12	<b>16</b>

- 3.6 The support model is a joint arrangement with the Mental Health Trust and an organisation called Mental Health and Employment Partnership Ltd (MHEP). MHEP which is a social purpose company that is owned by Big Issue Invest, a socially motivated investor, and Health and Employment Partnerships Limited, a subsidiary of Social Finance Limited.
- 3.7 MHEP, in partnership with the Council and other commissioners, has successfully attracted an in-principle £0.9m outcomes-based grant (the “MHEP Grant”) from the National Lottery Community Fund; Commissioning Better Outcomes Fund to enable it to provide top-up funding to local authorities for IPS services. The MHEP Grant will only be released upon satisfaction of a range of outcomes. The outcomes are based around ensuring service users get into employment and then the employment is sustained for a period of 16 weeks. To manage the financial risk of this funding stream, MHEP will raise social investment capital from Big Issue Invest, which will be repaid in two ways: (i) payments from the big based on the agreed outcomes; and (ii) payments from the Council based on the number of job starts achieved by the service
- 3.8 The funding model is based upon a core element and then a risk and reward model based upon results across key performance areas:
- The number of service users engaged
  - The number of service users who found work
  - The number of service users who sustained work over a thirteen week period.
- 3.9 Details of the financials can be found in part 2 of this report.

#### **4. ALTERNATIVE OPTIONS CONSIDERED**

- 4.1 The service is required to meet national indicator NI150 the number of Adults receiving secondary mental health service in employment.
- 4.2 Previous models of service delivery have been tried but have been unsuccessful in finding meaningful employment and maintaining service users within employment. This model has been successful due to closer working relationships between the employment specialists and the mental health teams combined with an outcomes payment model.

#### **5 REASONS FOR RECOMMENDATIONS**

- 5.1 The current contract is coming to an end and is required in order to meet the national indicator NI150 No of Adults receiving secondary mental health services in employment.
- 5.2 This model attracts additional funding from the National Lottery Community Fund and has been successful in improving longer term outcomes for people with mental health problems to gain and sustain meaningful employment.

#### **6 COMMENTS OF THE DIRECTOR OF FINANCE, RESOURCES AND CUSTOMER SERVICES AND OTHER DEPARTMENTS**

##### **6.1 Financial Implications**

See Part 2

##### **6.2 Legal Implications**

See Part 2.

##### **6.3 Procurement Implications**

- 6.3.1 The Procurement will be exposed to a one stage, open tender process through the London Tenders Portal.

#### **7 KEY RISKS**

- 7.1. See part 2 of this report

## **8. IMPACT ON COUNCIL PRIORITIES**

### **8.1 Good homes in well-connected neighbourhoods:**

Employment support service for adults with mental health needs will contribute towards the Council's aim of serving the whole borough fairly. This group of residents faces several barriers to enter the job market or to retain jobs when they gain one. This programme helps them gain and maintain employment with the aim they can move to their own properties and eventually live independently.

### **8.2 Sustain strong and healthy communities**

Helping adults with mental health needs access work placements and work-skills training will contribute towards the Council's aim to encourage growth and sustainability within the borough and deliver a positive contribution towards building strong and inclusive communities.

### **8.3 Build our local economy to create a thriving place**

The employment support service for adults with mental health needs will contribute towards getting individuals into employment and improve the local economy.

## **9 EQUALITIES IMPACT IMPLICATIONS**

No equality impact assessment was undertaken because there is no reduction in service or change in client type.

## **10 PERFORMANCE MANAGEMENT IMPLICATIONS**

10.1 This service will contribute towards achieving better outcomes against NI 150 – 'No of Adults receiving secondary mental health services in employment'

10.2 Performance of this contract is undertaken on a quarterly basis with Enfield Council, Enfield Mental Health Trust and Social Finance.

## **11 HEALTH AND SAFETY IMPLICATIONS**

None. Appropriate insurance will be held by the provider and will be mandated by the contract.

## **12 HUMAN RESOURCES IMPLICATIONS**

None. Enfield Council will not employ the staff.

## **13 PUBLIC HEALTH IMPLICATIONS**

There is good evidence that people with mental health issues are excluded from both the workplace and wider society. The former is likely to reinforce the latter. This initiative should therefore both support the individuals who gain employment and help to reduce stigma in general.

### **Background Papers**

None