

Health and Wellbeing Board

26 September 2024

Present: Councillor K Clark (Chair)
Councillor J O'Shea
Councillor J Shaw
Councillor J Hunter
Councillor P Earley
E Binks, North Tyneside Councillor
W Burke, North Tyneside Council
J Firth, North Tyneside Council
P Jones, Healthwatch
C Mann, CNTW NHS Foundation Trust
P Mennell, North Tyneside Council
R Mitcheson, NENC ICB
C Nevison, Healthwatch
J Sparkes, North Tyneside Council
S Thomas, Tyne & Wear Fire and Rescue Service
M Barrett, North Tyneside Council
H Hudson, North Tyneside Council
M Adams, Age UK

HW10/24 Chair's Announcements

There were no announcements.

HW11/24 Apologies for Absence

Apologies for absence were received on behalf of Dawn McNally, Kathryn Blomfield, Mary Connor, Rachel Nicholson, Daniel Whyte, Vicki Nixon, Geraint Morris, Kirstin Richardson, C Lilly, Kathryn Elliott, Patrick Garner and Dean Titterton

HW12/24 Appointment of Substitute Members

Pursuant to the Council's constitution the appointment of the following substitute members was reported:-

Michelle Adams for Dawn McNally

Haley Hudson for Vicki Nixon

HW13/24 Declarations of Interest and Dispensations

Councillor Clark declared a registerable personal interest in Item 6, Director of Public Health Annual Report and Item 7, Equally Well Progress Update: Fair Employment and Good Work For All, as she is a Director and Chief Officer of Justice Prince CIC.

HW14/24 Minutes

Resolved that the minutes of the previous meeting held on 20 June 2024 be confirmed as a correct record.

HW15/24 Director of Public Health Annual Report 2023/24

The Director of Public Health provided a presentation on her independent annual report, which focussed on the relationship between health and employment.

The presentation highlighted that most adults will spend a large proportion of their lifetime in the work environment and what they do at work helps to define who they are, where they live and how well they live.

The population is ageing and working lives are lengthening and so the relationship between work and health becomes more important, not only for individuals but also for local businesses and public services.

The presentation provided an insight to:

- The positive impact which 'good work' can have on a person's health and wellbeing
- Barriers to accessing employment and the importance of support
- The negative impact of being out of work
- A snapshot of the health of the working age population and the impact which certain conditions can have. This included Musculoskeletal (MSK) conditions which remain as one of the most significant barriers to employment and a high cause of sickness absence
- Mental health at work, the impact of working days lost and the role which employers have to play in improving mental health

- Understanding current economic activity and the difference between:
 - o Economically active -
 - Employed : People over 16 and over who did one hour or more of paid work per week and those who had a job that they were temporarily away from (e.g. off sick or on holiday)
 - Unemployed: People ages 16 years + without a job, who have been actively seeing work in the past four weeks and are available to start work in the next 2 weeks
 - o Economically inactive -
 - Categorised as people aged 16 + not in employment who have not sought work within the last 4 weeks and/ or are not available to start work within the next 2 weeks
- Employment statistics within North Tyneside which do not always provide detail of the quality or quantity of the employment and also the difficulties in obtaining data to get a complete picture of those who are in employment with work-limiting conditions
- Supporting employees with health conditions to be able to stay in work
- The effects of unemployment and the areas across North Tyneside which have higher rates of unemployment
- The importance of helping people to find good work and stay in work and the work which is taking place to support residents to achieve this, being locally developed and driven through the Working Well programme
- The importance of supporting young people and building confidence around career options and employment, particularly to those who are care experienced young people, those with disabilities, or may have neurodiversity or mental health conditions
- Economic inactivity with long-term sickness being a key barrier to employment/economic inactivity within North Tyneside
- Maximising potential and enabling people to work up to and beyond retirement
- The role of anchor institutions and how assets and resources can be used to influence and invest in the health and wellbeing of the local community

The annual report demonstrated not only the challenges faced but also the excellent work which is being undertaken. The Board were asked to consider what more could be done to make sure that people benefit from good work, not just now, but also in the future. The Director of Public Health Annual Report will be published on the Council website in November 2024.

Discussion included:

The responsibility of the corporate parenting role for children who are looked after, and the possibility of exploring links to anchor institutions

Support for employers around staff on long term sick, particularly smaller employers who may not have the knowledge of how to tackle this problem

An opportunity for the Business Forum to support with HR issues, health and wellbeing and skills development

Possible opportunities for the Care to Work Partnership to look at how support can be provided to individuals

On behalf of the Board, the Chair thanked the Director of Public Health and acknowledged the challenges and successes reported. Members of the Board reiterated these thanks and the importance of collaboration.

RESVOLED That the Director of Public Health annual report be noted

HW16/24 Equally Well Progress Update: Fair Employment and Good Work for All

The Board considered a report which provided an update in relation to the creating fair employment and good work for all theme of the Joint Health and Wellbeing Strategy. "Equally Well: a healthier, fairer future for North Tyneside 2021-2025.

It was highlighted that there is two-way relationship between work and health – good work is both a result and driver of good health, impacting on the lives of residents and their communities.

There are specific barriers in which some of the most economically inactive residents face to engage within the labour market and these residents require targeted support to move closer to and access work.

Key activity from partners, highlighting progress against the implementation plan for 2024/25 included:

- Continuing to monitor data and insight analysis to understand the employment and skills needs of different residents and communities and identify and address any gaps in support

- The North Tyneside Employability Partnership, involving key partners, use data and intelligence to inform the targeting support for residents and businesses
- Funding has been provided by NECA to employ an Employability Partnership Co-ordinator and Employer Engagement Officer to collect intelligence and ensure the coordination of employment and skills support
- The intelligence has been used to inform the commissioning of devolved employment and skills funding
- Deliver personalised holistic employment support – Individual Placement and Support (IPS) for people in drug and alcohol treatment
- North Tyneside Council will receive funding in 2024-25 and 2025-26 to employ a senior employment specialist and two employment specialist roles to deliver IPS for drug and alcohol services
- IPS is a work only intervention, with the aim to support people in paid, mainstream jobs
- Understand and address reasons for economic inactivity due to physical health and mental health conditions and developing a plan to address these barriers through employment
- Levels of economic inactivity have increased since Covid-19 with significant increases of those reporting long-term health conditions
- Since the opening of the Working Well Tyneside Hub in North Shields, over 10,000 people have visited receiving one to one support to address barriers to employment

A presentation was also provided to the Board which gave further detail on the evaluation of Working Well North Tyneside Hubs. The presentation highlighted the interim evaluation and key findings as follows:

- 45% of the individuals registered found out by 'Word of Mouth'
- The Hubs have exceeded north east CA targets on residents and businesses engaged
- Data shows that the Hubs are supporting a diverse range of participants in terms of age, ethnicity, economic participation and skills and qualifications.
- A partnership approach is providing more collaboration, coordination and reduced duplication - a shared physical space for partners to co-locate ensures that collaboration remains on the day-to-day agenda of partners
- A key benefit is the ability for individuals to address multiple issues or needs through a single visit

In terms of areas for improvement the Board were informed of the findings as being:

- Further integration and engagement of partner services and programmes including any new services or partners delivering in the area
- A recognised need for a more sustained focus on health as a catalyst to attract residents to the Hubs
- Continually evolve and extend the programme of events and activities available through the Hubs, particularly to attract any groups underrepresented in participation data
- A number of partners acknowledged or highlighted that they need to find ways to further increase their involvement with the Hubs including a need to ensure spaces for skills training.
- Accessing data or working with North Tyneside Council to develop data to enable:
 - Detailed understanding of who is accessing the Hubs, why they are doing so, what support different groups or types of beneficiary they are receiving and what outcomes or impacts they are achieving
 - Holistic impact, return on investment and value for money assessment
 - Enhanced understanding of engagement - analysing data on attendance against a detailed programme of events over the entire delivery timescale to understand what has proved particularly attractive to inform future scheduling and programming
 - Understanding of information and intelligence on those who are immediately signposted or referred on to other support and not registered by the programme
 - Attempts to quantify the impact or benefit for partners.

With regards to supporting people with a view to getting them back in to employment the Board were informed of potential opportunities to explore integrated models/ways of working, the importance of exploring opportunities such as linkages to the national review of 'fit notes', and the importance of conversations taking place between partners.

The Chair, on behalf of the Board, gave thanks to those involved who have worked hard to get the Hubs up and running and working in the right way to engage with residents. The Chair also highlighted the importance of the partnership approach which is being taken.

RESOLVED: The Board:

- a) Was assured that respective partnerships are making progress in delivering the actions for creating fair employment and good work for all
- b) Requested that respective partnerships submit further progress reports to the Board in relation to its implementation plan for next year, the delivery of those actions and their outcomes

HW17/24 Health and Wellbeing Board Notice of Reviewing North Tyneside's Pharmaceutical Needs Assessment

The Board received a report, giving notice that it is required to review and update the current North Tyneside Pharmaceutical Needs Assessment (PNA) and ensure that the updated PNA is published by 1 October 2025 in line with the statutory requirements of the Health and Social Care Act 2012.

The purpose of the PNA is to assess and set out how the provision of pharmaceutical services can meet the health needs of the population of North Tyneside Health and Wellbeing Board's area for a period of up to three years, linking closely to relevant documents, including the joint strategic needs assessment.

The needs assessment is a key document for those wishing to open a new pharmacy or dispensing appliance contractor premises and is used by the ICB and NHS England and NHS Improvement to determine such applications. It was highlighted that there are serious implications for health and wellbeing boards who fail to meet their statutory duty.

It was recommended that North Tyneside Council's Director of Public Health and the Director of Delivery Northumberland and North Tyneside North East and North Cumbria Integrated Care Board take responsibility for ensuring the PNA is reviewed, updated and published in line with the statutory requirements.

It was also proposed that the Health and Wellbeing Board delegate responsibility to review the PNA to a steering group, comprising of representatives from:

- North Tyneside ICB – Commissioning and pharmaceutical leads
- North of Tyne Local Pharmaceutical Committee
- North Tyneside Healthwatch
- North Tyneside Council (Public Health, Communications and Engagement, Policy and Performance Research)

The Board noted the proposed steering group membership as detailed within Appendix 1 of the report and also the proposed implementation plan as set out in Appendix 2 of the report.

RESOLVED The Board:

- a) Agreed the delegated process for reviewing, updating and publishing the PNA for the deadline of 1 October 2025 as set out in the implementation plan
- b) Agreed the membership of the steering group
- c) Agreed the named Board members (North Tyneside Council's Director of Public Health and the Director of Delivery Northumberland and North Tyneside North East and North Cumbria Integrated Care Board) as being those who will take responsibility for ensuring the PNA meets regulatory requirements

HW18/24 Update from the Health, Care and Wellbeing Executive

The Board received an update from the Director of Delivery Northumberland and North Tyneside NENC ICB.

The Health, Care and Wellbeing Executive held a workshop on 24 September to look at current plans and priorities with the aim to reflect and refocus priorities going forward. This also included the consideration of Lord Darzi's independent review of the NHS in England and the government's plan to put in place a 10 Year Health Plan to improve the NHS in England.

It was highlighted that a national consultation for the 10 Year Health Plan is taking place with the main questions being asked are around:

- Moving more care from hospitals to communities
- Making better use of technology in health and care
- Focussing on preventing sickness, not just treating it

The workshop which took place agreed on the priorities, and work to focus on:

- Frail Elderly
- Complex children
- Integrated community working
- Anchor institutions with a focus on employment

And it also looked at the current ICB governance arrangements regarding decision making.

RESOLVED: That the update be noted