

REPORT TO: CITY DEVELOPMENT COMMITTEE – 23 MARCH 2015

REPORT ON: PROCUREMENT OF MENTAL HEALTH EMPLOYABILITY SUPPORT SERVICES

REPORT BY: DIRECTOR OF CITY DEVELOPMENT

REPORT NO: 130-2015

1 PURPOSE OF REPORT

- 1.1 To outline the proposal to procure a service to support employability clients with mental health issues address their issues and move into work and request that Committee approves this approach

2 RECOMMENDATION

- 2.1 It is recommended that the Committee agrees to the re-procurement of an employability mental health service as described in this report and remits officers to take development of this service forward through the Council's procurement arrangements.

3 FINANCIAL IMPLICATIONS

- 3.1 The cost of the proposed service will be contained within the Council's existing financial allocation to employability.

4 BACKGROUND

- 4.1 The Council agreed, at the Policy and Resources Committee, 13 January 2014, Article IX (Report No 9-2014 refers) that employability services should be procured with the aim of:

- Creating a larger pool of funds for employability activity through matching DCC employability funds with the European Social Fund
- Allowing for the specification of the services that need to be delivered in order to improve performance and deliver SOA targets
- Incentivising improved performance through payment for outcomes
- Targeting particular client groups (e.g. young people and workless families) and enabling new services to be delivered (e.g. preventative action on employability)

- 4.2 Tenders were received and contracts awarded for the following services in the new employability pipeline from 01 July 2014.

- Registration, Assessment and Case Management for Young People, Workless Families and Lone Parents, People with Health Issues and Adults 26+,
- Financial Capability and Debt Support,
- Work Focussed Training (Job Search Skills, The Application Process, The Interview Process
- Job Brokerage and In Work Aftercare

- 4.3 However, no suitable tenders were received for the provision of Health Case Management and Health Condition Management services or Case Management for Young People. A

subsequent procurement exercise resulted in a tender for case management of Young People being awarded but no suitable tenders for the delivery of health services.

- 4.4 City Development officers have been engaging pipeline contractors and DCC services in an ongoing review of the pipeline. Consultations undertaken as part of this review have identified a specific need for services for clients that have mental health issues such as anxiety, low self esteem, confidence, mild to moderate depression and low mood, and for young people with anger management and other behavioural challenges.
- 4.5 In response to this gap in services a specification for the provision of mental health employability services has been drawn up in consultation with pipeline stakeholders, NHS Tayside and Jobcentre Plus.
- 4.6 The specification asks bidders to submit proposals to provide a client-centred mental health support service to support clients to manage their mental health issue in order to be able to achieve a positive outcome - employment, further education or training. Clients will have a range of mild to moderate mental health or motivational challenges, such as mild to moderate depression, anxiety, stress, mood disorder. Also, as behavioural challenges such as low mood, anger, low motivation are becoming more prevalent particularly in the younger cohort, the contractor will be required to support people with these types of barriers in addition to generally poor levels of confidence, motivation and self esteem preventing them from taking up employment.
- 4.7 A draft timetable has been prepared which, subject to Committee approval, allows for an invitation to tender to be put on Public Contracts Scotland for all bids received to be considered by a partnership assessment panel and arrangements made to ensure that inception and planning meetings can take place in preparation for the service to go live on 1 July 2015.

5 POLICY IMPLICATIONS

- 5.1 This Report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management. An Equality Impact Assessment is attached to this report.

6 CONSULTATIONS

- 6.1 The Chief Executive, the Director of Corporate Services and Head of Democratic and Legal Services have been consulted and are in agreement with the contents of this report.
- 6.2 Consultations have been carried out with the third sector contractors, Dundee City Council services, Jobcentre Plus and NHS Tayside on the proposed approach and the detail of the specification

7 BACKGROUND PAPERS

- 7.1 None

Mike Galloway
Director of City Development

Stan Ure
Head of Economic Development

MPG/AM/MS

13 March 2015

Dundee City Council
Dundee House
Dundee

Part 1: Description/Consultation

Is this a Rapid Equality Impact Assessment (RIAT)?		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Is this a Full Equality Impact Assessment (EQIA)?		Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Date of Assessment: 29/11/2013		Committee Report Number:	
Title of document being assessed: Delivery and Procurement of Employability Services			
1. This is a new policy, procedure, strategy or practice being assessed (If yes please check box) <input type="checkbox"/> X		This is an existing policy, procedure, strategy or practice being assessed? (If yes please check box) <input checked="" type="checkbox"/>	
2. Please give a brief description of the policy, procedure, strategy or practice being assessed.		The Council purchases services to support people move towards and into work and to sustain employment once in work. A gap in services has been identified and new service will be commissioned.	
3. What is the intended outcome of this policy, procedure, strategy or practice?		To support people manage their mental health issues in order that they can move into and sustain work in line with the objectives set out in Dundee's Single Outcome Agreement and Economic Development Service Plan	
4. Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.		Dundee Single Outcome Agreement Economic Development Service Plan	
5. Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.		No	
6. Please give details of council officer involvement in this assessment. (e.g. names of officers consulted, dates of meetings etc)			
7. Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy? (Example: if the impact on a community is not known what will you do to gather the information needed and when will you do this?)		No	

Part 2: Protected Characteristics

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the "overall" impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic communities are not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People with a disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Socio-economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 3: Impacts/Monitoring

<p>1. Have any positive impacts been identified?</p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>Services that support people into work will have a positive Socio Economic impact. Employment is generally the most important means of obtaining adequate economic resources, which are essential for material well being and participation in society and there is strong evidence that work is generally good for physical and mental health and well-being.</p> <p>Support will be provided specifically for people with mental health issues.</p>
<p>2. Have any negative impacts been identified?</p> <p>(Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>No</p>
<p>3. What action is proposed to overcome any negative impacts?</p> <p>(e.g. involving community groups in the development or delivery of the policy or practice, providing information in community languages etc. See Good Practice on DCC equalities web page)</p>	<p>N/A</p>
<p>4. Is there a justification for continuing with this policy even if it cannot be amended or changed to end or reduce inequality without compromising its intended outcome?</p> <p>(If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	<p>N/A</p>
<p>5. Has a 'Full' Equality Impact Assessment been recommended?</p> <p>(If the policy is a major one or is likely to have a major impact on protected characteristics communities a Full Equality Impact Assessment may be required. Seek advice from your departmental Equality lead.)</p>	<p>No</p>
<p>6. How will the policy be monitored?</p> <p>(How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.)</p>	<p>Data will be collected through the employability management information system. The performance of the contract will be monitored through monthly performance meetings</p>

Part 4: Contact Information

Name of Department or Partnership	
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Type of Document	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input checked="" type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input type="checkbox"/>

Manager Responsible	Author Responsible
Name: Stan Ure	Name: Allan Millar
Designation: Head of Economic Development	Designation: Employability Manager
Base: Dundee House	Base: Discover Opportunities Centre
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Signature of author of the policy:	Allan Millar	Date:	09 March 2015
Signature of Director/Head of Service:	Stan Ure	Date:	
Name of Director/Head of Service:			
Date of Next Policy Review: November 2014			