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Item No: 19

Meeting Date: Wednesday 24th January 2024

Glasgow City Integration Joint Board

Report By: Gary Dover, Assistant Chief Officer, Primary Care and Early Intervention

Contact: Fiona Moss, Head of Health Improvement and Inequalities

Phone: 0141 314 6243

Community Link Worker Programme 2024/25: additional Scottish Government funding

Purpose of Report:

The purpose of this report is to update the IJB on the offer of additional Scottish Government funding for the Community Links Worker Programme from 2024/25; and to note the approval by the Chief Officer and Chief Officer Finance and Resources, under delegated authority, on the ground of urgency.

Background/Engagement:

Since the completion of the procurement process for the new Community Links Worker (CLW) contract from 2024/25, the Scottish Government has confirmed in its letter dated 14 November 2023 that it will provide an additional £1.2m in funding for the CLW programme in Glasgow for 3 years. The funding will commence from 1 April 2024 and will supplement Glasgow City HSCP's Primary Care Improvement Funding that is aligned to the programme. This additional funding will enable the new contract to operate at the same level as 2023/24, meaning that none of the practices will see a reduction in their allocation of CLW resource.

The Scottish Government's offer is on a recurring basis for three years, but subject to annual Parliamentary approval of the Scottish Government Budget. This will be provided in addition to the HSCP's Primary Care Improvement Fund (PCIF) allocation. The funding is being offered to sustain CLW capacity at 2023/24 levels, and comes with the following conditions:

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	<p>a) It is provided to fund Community Link Workers in the city's most disadvantaged communities and will be used entirely for this purpose.</p> <p>b) It cannot be used to offset other pressures or be redeployed.</p> <p>c) In accepting this offer, the HSCP undertakes to continue, over the three years from 2024/25, to commit a portion of future PCIF allocations which is in line with the HSCP's current PCIF investment in CLWs.</p> <p>Condition c) was stipulated on the basis that the HSCP will in the three-year period, commencing in 2024/25, continue to receive a PCIF allocation, which is in line with its current allocation (subject to annual resource allocation formula (NRAC) adjustments).</p> <p>In line with the IJB's delegated authority arrangements for officers, Glasgow City HSCP's Chief Officer recommended to the chair and vice chair of the IJB that we should accept the offer and they agreed with this recommendation. The Chief Officer, therefore, wrote to the Scottish Government on the 14 November to accept the offer of funding.</p>
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Governance Route:	<p>The matters contained within this paper have been previously considered by the following group(s) as part of its development.</p> <p>HSCP Senior Management Team <input type="checkbox"/></p> <p>Council Corporate Management Team <input checked="" type="checkbox"/></p> <p>Health Board Corporate Management Team <input type="checkbox"/></p> <p>Council Committee <input type="checkbox"/></p> <p>Update requested by IJB <input type="checkbox"/></p> <p>Other <input type="checkbox"/></p> <p>Not Applicable <input type="checkbox"/></p>
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Recommendations:	<p>The Integration Joint Board is asked to:</p> <p>a) note approval by the Chief Officer and Chief Officer Finance and Resources under delegated authority, on the ground of urgency, to accept the Scottish Government's offer of additional funding for the CLW programme as outlined in section 2 of this report; and</p> <p>b) note the approval was undertaken in consultation with the IJB Chair and Vice Chair.</p>
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Relevance to Integration Joint Board Strategic Plan:

Partnership Priority 1: Prevention, early intervention and well-being We want to improve people's health and wellbeing and to prevent social isolation. To do this we will improve overall health and wellbeing by preventing ill health and social isolation. Social isolation is
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when people have little or no contact with other people. Supporting people to make positive choices to live well in their own communities.

Implications for Health and Social Care Partnership:

Reference to National Health & Wellbeing Outcome(s):	All
Personnel:	5 wte staff are employed on NHSGG&C contracts for the CLW programme; 4 staff managing the programme (Band 7, 2X6 and 4) and one CLW within the Youth Health Service (Band 6)
Carers:	Carers are likely to receive support from Community Links Workers.
Provider Organisations:	The programme is externally procured.
Equalities:	An EQIA has been undertaken for the programme CLW EQIA . Community Links Workers featured in the EQIA that was completed for the Primary Care Action Plan Primary Care Action Plan EQIA .
Fairer Scotland Compliance:	The distribution of CLWs to GP practices is based on a model which gives priority to those practices serving those neighbourhoods with the highest levels of multiple deprivation.
Financial:	<p>The funding is as follows: £1.2m Scottish Government funding in 2024/25 to supplement the £2.186m in 2024/25 from the core Primary Care Improvement Fund (PCIF).</p> <p>Similar levels of support for the programme will be made for a further 2 years 2025/26 and 2026/27, subject to the availability of Primary Care Improvement Fund (PCIF) at the current level and the continuation of the additional £1.2m from Scottish Government.</p>
Legal:	NHSGC will enter into a contract with the new provider as per standard procurement arrangements
Economic Impact:	Short term economic impact from the continuation of employment for CLWs and longer term outcomes related to health and wellbeing of our population and its contribution to economic development.
Sustainability:	Good practice in procurement will be used to promote sustainability.

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Sustainable Procurement and Article 19:	Investment in locally based community services to promote the wellbeing of our local population will reduce requirements for more intensive forms of care and treatment leading to a longer term reduction in impact on the environment.
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Risk Implications:	The funding for CLWs is made on an annual basis by the Scottish Government, therefore, despite the aspiration to continue funding at the same level as 2024/25, there is no guarantee that this will be implemented in future years, given the increasing pressures on public finances. It is for this reason that the contract will be let for one year at a time, with the option to extend for another year on an annual basis once funding is confirmed. Formal allocation letters are issued by Scottish Government for the Primary Care Improvement Fund (PCIF) on an annual basis. In the past few years these letters have been issued later on in the financial year (August) and this is making it more challenging to plan and deliver programmes, such as the community links workers. The Scottish Government is considering baselining PCIF to provide greater certainty for IJBs, but have not yet published details of when and how this will be taken forward.
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Implications for Glasgow City Council:	None
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Implications for NHS Greater Glasgow & Clyde:	NHSGGC undertakes the procurement process and will enter into a contract with the supplier.
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Direction Required to Council, Health Board or Both	
Direction to:	
1. No Direction Required	<input checked="" type="checkbox"/>
2. Glasgow City Council	<input type="checkbox"/>
3. NHS Greater Glasgow & Clyde	<input type="checkbox"/>
4. Glasgow City Council and NHS Greater Glasgow & Clyde	<input type="checkbox"/>

1. Purpose

- 1.1. The purpose of this report is to update the IJB on the offer of additional Scottish Government funding for the Community Links Worker Programme from 2024/25; and to note the approval by the Chief Officer and Chief Officer Finance and Resources, under delegated authority, on the ground of urgency.
- 1.2. As IJB approval could not be obtained within the required timescale, and in view of the urgent requirement to accept the Scottish Government's offer of additional funding, these proposals were approved by the Chief Officer of Glasgow City IJB and Chief Officer, Finance and Resources under the delegated authority set out in the [IJB Scheme of Delegation](#) to officers.

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1.3. Officer approval was in consultation with the IJB Chair and Vice Chair.

2. Background

- 2.1. 80 GP practices (57% of all practices) in Glasgow City have community link workers (CLW). Last year 12,797 new referrals were made to CLWs, 43,847 appointments and a total of 15,657 individuals supported.
- 2.2. Earlier this year the IJB awarded £2.186m for 2024/25 from the core Primary Care Improvement Fund (PCIF) for the new CLW contract, to allow it to commence on 1 April 2024 and to avoid any gap in provision should there be a change in suppliers as consequence of the procurement process. At the point of issuing the tender, the HSCP had not received any commitment from the Scottish Government that it would continue with the current level of additional funding (£1.35m).
- 2.3. The PCIF award of £2.186m represented a 38% reduction from the available funding in 2023/24 (£3.256m). The new contract would reduce CLW capacity to 0.5 whole time equivalent per practice – a significant reduction for many practices, however, this would still result in all 80 practices continuing to receive CLW support for their patients, albeit from some it would mean a reduction from a full time worker. The service specification was designed with the scope to expand, should further funding become available.
- 2.4. The procurement process completed earlier this year, and the Health & Social Care Alliance secured the 7 lots to deliver practice based CLWs in the city. Work has commenced by the two current suppliers to manage any potential TUPE obligations.
- 2.5. Since the completion of the procurement process, the Scottish Government has confirmed in its letter dated 14 November 2023 that it will provide annual funding of £1.2m for the CLW programme in Glasgow for 3 years. The additional funding will commence on 1 April 2024 and will supplement Glasgow City HSCP's Primary Care Improvement Funding. This additional funding will enable the new contract to operate at the same level as 2023/24, meaning that none of the practices will see a reduction in their allocation of CLW resource.
- 2.6. The Scottish Government's offer is on a recurring basis for three years, but subject to annual parliamentary approval of the Scottish Government's budget. This will be provided in addition to the HSCP's Primary Care Improvement Fund (PCIF) allocation. The funding is being offered to sustain CLW capacity at 2023/24 levels, and comes with the following conditions:
- a) It is provided to fund Community Link Workers in the city's most disadvantaged communities and will be used entirely for this purpose.
 - b) It cannot be used to offset other pressures or be redeployed.
 - c) In accepting this offer, the HSCP undertakes to continue, over the three years from 2024/25, to commit a portion of future PCIF allocations which is in line with the HSCP's current PCIF investment in CLWs.

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- 2.7. Condition c) was stipulated on the basis that the HSCP will in the three-year period, commencing in 2024/25, continue to receive a PCIF allocation, which is in line with its current allocation (subject to annual resource allocation formula – NRAC, adjustments).
- 2.8. In line with paragraph 4.2.4 (section f) of the [Scheme of Delegation from the IJB to Committees and Officers May 2019 0.pdf \(hscp.scot\)](#), Glasgow City HSCP's Chief Officer recommended to the Chair and Vice Chair of the IJB that we should accept the offer and they agreed with this recommendation. The Chief Officer, therefore, wrote to the Scottish Government on 14 November 2023 to accept the offer of funding.
- 2.9. The Scottish Government offer of funding and the Chief Officer's letter of acceptance are attached at Appendix 1 and Appendix 2. The report to the Chief Officer and Chief Officer, Finance and Resources seeking approval under delegated authority is attached at Appendix 3.

3. Recommendations

- 3.1 The Integration Joint Board is asked to:
 - a) Note approval by the Chief Officer and Chief Officer Finance and Resources under delegated authority, on the ground of urgency, to accept the Scottish Government's offer of additional funding for the CLW programme as outlined in section 2 of this report; and
 - b) Note that the approval was undertaken in consultation with the IJB Chair and Vice Chair.

Primary Care Directorate

Dr Susan Gallacher, Deputy Director
General Practice Policy Division

E: Susan.Gallacher@gov.scot



Xx November 2023
Susanne Millar
Chief Officer, Glasgow City

Via email: Susanne.Millar@glasgow.gov.uk

Cc: Margaret Hogg, Gary Dover, Fiona Moss, Suzanne Glennie, Louise Feenie, Andrew Chapman, Claire McManus, Fiona MacDonald, Lucy Sayers, Katrina Cowie, Peter Lodge.

Dear Susanne,

COMMUNITY LINK WORKERS FUNDING FROM 2024/25

1. Thank you for your letter of 27th October 2023 in which you advised us that Glasgow City Health and Social Care Partnership is unable to accept the Scottish Government's offer for £600,000 on a recurrent basis, subject to that amount being matched by the HSCP.
2. Given the high value that Ministers place on Community Link Workers (CLW) and recognition of the levels of need in Glasgow City, I am writing to confirm an annual allocation of up to £1.2 million commencing 2024/25. This is on a recurring basis for three years, subject, as always, to annual Parliamentary approval of the Scottish Government Budget. This will be provided in addition to the HSCP's Primary Care Improvement Fund (PCIF) allocation.
3. The funding is being offered to sustain CLW capacity at 2023/24 levels and with the following conditions:
 - a) It is provided to fund Community Link Workers in the city's most disadvantaged communities and will be used entirely for this purpose.
 - b) It cannot be used to offset other pressures or be redeployed.
 - c) In accepting this offer, the HSCP undertakes to continue, over the three years from 2024/25, to commit a portion of future PCIF allocations which is in line with the HSCP's current PCIF investment in CLWs.
4. Condition c) is stipulated on the basis that the HSCP will in the three-year period, commencing in 2024/25, continue to receive a PCIF allocation which is in line with its current allocation (subject to annual NRAC adjustments).

5. This offer to secure CLW capacity in Glasgow City is within the context of an extremely difficult fiscal position and underlines the importance Ministers place on the CLW service.

6. I appreciate that this has been a very unsettling time and that the procurement process was complex. I am very grateful for the constructive collaboration we have had with the HSCP throughout. I hope this is helpful and would be very happy to discuss further. I look forward to our continued joint working on Primary Care.

Yours sincerely,

Dr Susan Gallacher
Deputy Director, General Practice Policy Division
Primary Care Directorate



Chief Officer
Susanne Millar
MA (Hons) CQSW

Glasgow City Health and Social Care Partnership
Commonwealth House
32 Albion Street
Glasgow
G1 1LH

www.glasgow.gov.uk
www.nhs.gov.uk

Dr Susan Gallacher
Deputy Director
General Practice Policy Division
Primary Care Directorate
Scottish Government

Susan.Gallacher@gov.scot

Our ref: SM/LMcC
Your ref: SG
Date: 14 November 2023

Dear Susan

COMMUNITY LINK WORKERS FUNDING FROM 2024/25

Many thanks for your offer of funding, to ensure that we can maintain the current level of Community Link Workers in Glasgow City. I note the funding from the Scottish Government in 2024/25 will be £1.2m, and that you plan to offer this funding for three years from 2024/25, subject to annual parliamentary approval of the Scottish Government's budget.

On behalf of Glasgow City Integrated Joint Board, I can accept the offer on the basis of the conditions in paragraphs 3 and 4 of your letter.

I warmly welcome the Scottish Government's continued commitment to the community links worker programme, and I want to thank you and your team for all the hard work that you have put into getting us to this stage. Your funding commitment will make sure that we do not need to reduce the level of input for practices, and the link workers can continue to offer a high quality of support for their patients.

Yours sincerely

~
Susanne Millar
Chief Officer, Glasgow City Health and Social Care Partnership

If phoning or visiting, please ask for Susanne Millar
Telephone 0141 287 8853
Email: susanne.millar@glasgow.gov.uk

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Glasgow City Integration Joint Board

Report By: Gary Dover, Assistant Chief Officer, Primary Care and Early Intervention

Contact: Fiona Moss, Head of Health Improvement and Inequalities

Phone: 01413146243

Community Link Worker Programme 2024/25: additional Scottish Government funding

Purpose of Report:

The purpose of this report is to update the Chief Officer and Chief Officer, Finance & Resources (on behalf of the Integration Joint Board) on the offer of additional Scottish Government funding for the Community Links Worker Programme from 2024/25; and to request approval under delegated authority, on the grounds of urgency to accept the offer.

Background/Engagement:

Since the completion of the procurement process for the new CLW contract from 2024/25, the Scottish Government has confirmed in its letter dated 14 November 2023 that it will provide an additional £1.2m in funding for the CLW programme in Glasgow for 3 years. The funding will commence from 1 April 2024 and will supplement Glasgow City HSCP's Primary Care Improvement Funding that is aligned to the programme. This additional funding will enable the new contract to operate at the same level as 2023/24, meaning that none of the practices will see a reduction in their allocation of CLW resource.

The Scottish Government's offer is on a recurring basis for three years, but subject to annual Parliamentary approval of the Scottish Government Budget. This will be provided in addition to the HSCP's Primary Care Improvement Fund (PCIF) allocation. The funding is being offered to sustain CLW capacity at 2023/24 levels, and comes with the following conditions:

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Governance Route:	<p>The matters contained within this paper have been previously considered by the following group(s) as part of its development.</p> <p>HSCP Senior Management Team <input type="checkbox"/></p> <p>Council Corporate Management Team <input checked="" type="checkbox"/></p> <p>Health Board Corporate Management Team <input type="checkbox"/></p> <p>Council Committee <input type="checkbox"/></p> <p>Update requested by IJB <input type="checkbox"/></p> <p>Other <input type="checkbox"/></p> <p>Not Applicable <input type="checkbox"/></p>
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Recommendations:	<p>The Chief Officer and Chief Officer, Finance & Resources (acting on behalf of the Integration Joint Board) are asked to:</p> <p>a) Accept the Scottish Government's offer of additional funding for the CLW programme as outlined in section 2 of this report.</p>
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Relevance to Integration Joint Board Strategic Plan:

<p>Partnership Priority 1: Prevention, early intervention and well-being We want to improve people's health and wellbeing and to prevent social isolation. To do this we will improve overall health and wellbeing by preventing ill health and social isolation. Social isolation is when people have little or no contact with other people. Supporting people to make positive choices to live well in their own communities.</p>
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Implications for Health and Social Care Partnership:	
Reference to National Health & Wellbeing Outcome(s):	All
Personnel:	5 wte staff are employed on NHS GG&C contracts for the CLW programme; 4 staff managing the programme (Bd7, 2X6 and 4) and one CLW within the Youth Health Service (Bd 6)
Carers:	Carers are likely to receive support from Community Links Workers.
Provider Organisations:	The programme is externally procured.
Equalities:	An EQIA has been undertaken for the programme CLW EQIA . Community Links Workers featured in the EQIA that was completed for the Primary Care Action Plan. Primary Care Action Plan EQIA
Fairer Scotland Compliance:	The distribution of CLWs to practices is based on a model which gives priority to those practices serving those neighbourhoods with the highest levels of multiple deprivation.
Financial:	<p>The funding is as follow: £1.2m Scottish Government funding in 2024/25 to supplement the £2.186m in 2024/25 from the core Primary Care Improvement Fund (PCIF),</p> <p>Similar levels of support for the programme will be made for a further 2 years 2025/26 and 2026/27, subject to the availability of Primary Care Improvement Fund (PCIF) at the current level and the continuation of the additional £1.2m from Scottish Government.</p>
Legal:	NHS GG&C will enter into a contract with the new provider as per standard procurement arrangements.
Economic Impact:	Short term economic impact from the continuation of employment for CLWs and longer term outcomes related to health and wellbeing of our population and its contribution to economic development.
Sustainability:	Good practice in procurement will be used to promote sustainability.

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Risk Implications:	The funding for CLWs is made on an annual basis by the Scottish Government, therefore, despite the aspiration to continue funding at the same level as 2024/25, there is no guarantee that this will be implemented in future years, given the increasing pressures on public finances. It is for this reason that the contract will be let for one year at a time, with the option to extend for another year on an annual basis once funding is confirmed. Formal allocation letters are issued by Scottish Government for the Primary Care Improvement Fund (PCIF) on an annual basis. In the past few years these letters have been issued later on in the financial year (August) and this is making it more challenging to plan and deliver programmes, such as the community links workers. The Scottish Government is considering baselining PCIF to provide greater certainty for IJBs, but have not yet published details of when and how this will be taken forward.
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Implications for Glasgow City Council:	None
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Implications for NHS Greater Glasgow & Clyde:	NHSGGC undertakes the procurement process and will enter into a contract with the supplier.
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Direction Required to Council, Health Board or Both	
Direction to:	
1. No Direction Required	<input type="checkbox"/>
2. Glasgow City Council	<input type="checkbox"/>
3. NHS Greater Glasgow & Clyde	<input checked="" type="checkbox"/>
4. Glasgow City Council and NHS Greater Glasgow & Clyde	<input type="checkbox"/>

1. Purpose

- 1.1. The purpose of this report is to update the Chief Officer and Chief Officer, Finance & Resources (on behalf of the Integration Joint Board) on the offer of additional Scottish Government funding for the Community Links Worker Programme from 2024/25; and to request approval, under delegated authority on the grounds of urgency, to accept the offer.

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- 1.2. As IJB approval could not be obtained within the required timescale, and in view of the urgent requirement to accept the offer from the Scottish Government within a very short timescale, the Chief Officer of Glasgow City IJB and Chief Officer, Finance and Resources are asked to approve under the delegated authority set out in the [IJB Scheme of Delegation](#) to officers.

2. Background

- 2.1. 80 practices (57% of all practices) in Glasgow City have community link workers (CLW). Last year 12,797 new referrals were made to CLWs, 43,847 appointments and a total of 15,657 individuals supported.
- 2.2. Earlier this year the IJB awarded £2.186m for 2024/25 from the core Primary Care Improvement Fund (PCIF) for the new CLW contract, to allow it to commence on 1 April 2024 and to avoid any gap in provision should there be a change in suppliers as consequence of the procurement process. At the point of issuing the tender, the HSCP had not received any commitment from the Scottish Government that it would continue with the current level of additional funding (£1.35m).
- 2.3. The PCIF award of £2.186m represented a 38% reduction from the available funding in 2023/24 (£3.256m). The new contract would reduce CLW capacity to 0.5 whole time equivalent per practice – a significant reduction for many practices, however, this would still result in all 80 practices continuing to receive CLW support for their patients, albeit from some it would mean a reduction from a full time worker. The service specification was designed with the scope to expand, should further funding become available.
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- 2.7. Condition c) was stipulated on the basis that the HSCP will in the three-year period, commencing in 2024/25, continue to receive a PCIF allocation, which is in line with its current allocation (subject to annual NRAC adjustments).
- 2.8. In line with paragraph 4.2.4 (section f) of the [Scheme of Delegation from the IJB to Committees and Officers May 2019 0.pdf \(hscp.scot\)](#), Glasgow City HSCP's Chief Officer can recommend to the chair and vice chair of the IJB acceptance of the offer and write to the Scottish Government to accept the offer of funding.
- 2.9. The Scottish Government offer of funding is attached. If approved a report will be provided to the IJB in January to update on the approval under delegated authority and will include the correspondence accepting the funding and this report seeking approval under delegated authority.

3. Recommendations

- 3.1 The Chief Officer and Chief Officer, Finance & Resources (acting on behalf of the Integration Joint Board) are asked to:
- a) Accept the Scottish Government's offer of additional funding for the CLW programme as outlined in section 2 of this report.

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Direction from the Glasgow City Integration Joint Board

1	Reference number	DA141123
2	Report Title	Community Link Worker Programme 2024/25: additional Scottish Government funding
3	Date direction issued by Integration Joint Board	14 November 2023
4	Date from which direction takes effect	14 November 2023
5	Direction to:	NHS Greater Glasgow and Clyde only
6	Does this direction supersede, revise or revoke a previous direction – if yes, include the reference number(s)	Yes (reference number: 270923-10) Revises
7	Functions covered by direction	Provision of services to enable the delivery of the Primary Care Improvement Plan workstreams, specifically the development of Community Links Workers' support for primary care
8	Full text of direction	NHSGGC is directed to implement the Primary Care Improvement Plan workstreams, specifically to extend the scope of the contract with the CLWs supplier to take account of the additional funding from the Scottish Government.
9	Budget allocated by Integration Joint Board to carry out direction	£1.2m
10	Performance monitoring arrangements	Reporting to Finance and Scrutiny Community as part of the primary care report
11	Date direction will be reviewed	May 2024

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