



FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

REPORT TO CABINET MEMBER FOR HEALTH AND COMMUNITIES

31 October 2022

Report of the Director - Public Health

Substance Misuse Training for Employers Training Grant
(Cabinet Member for Health and Communities)

1. Divisions Affected

1.1 Countywide

2. Key Decision

2.1 This is not a Key Decision

3. Purpose

The purpose of this report is request the Cabinet Member for Health and Communities to approve a grant to the value of £7,800 to be made to Derbyshire Alcohol Advice Service (DAAS) for the development and delivery of bespoke online and face-to-face Drug and Alcohol Awareness for Employees and Managers Workshops as part of the 'Healthy Workplaces Derbyshire' initiative.

The rationale for asking for grant funding is due to several reasons which includes, value for money, contracting and knowledge of local service provision and pathways. The intended recipient is part of the local substance misuse service through a subcontracting arrangement therefore there is no direct contract with the provider which rules out a contact variation. As the recipient is part of the local substance provision their knowledge of pathways and service provision is vital in the delivery of such training. No other provider will have this knowledge making the training not as relevant as it should be.

When comparing this training, and the amount required to deliver, to other training procured through other protocols it is clear the amount offers the Authority great value for money.

4. Information and Analysis

- 4.1 Healthy Workplaces Derbyshire (HWD) is part of Derbyshire County Councils (DCC) Public Health Department, providing support to workplaces in Derbyshire (excluding Derby City) to improve the health and wellbeing of employees. HWD has reviewed its service provision and identified a need to offer workplaces interactive workshop packages to promote an awareness and understanding of the importance of supporting each other, managers and employees with drugs and alcohol misuse awareness in the workplace.
- 4.2 The Office of National Statistics (ONS) latest figures on drug misuse in the UK states that “An estimated 1 in 11 adults aged 16 to 59 had taken drugs in the last year, approx. Latest data from the ONS from 2017 on alcohol misuse and deaths states that “in 2020 there was 8974 deaths relating to alcohol misuse, that is 18.6% higher than the previous year. While there was also a growth in people saying since the Covid-19 pandemic they have started to drink an increased number of units on a regular basis.”
- 4.3 Providing education on the effects of drugs and alcohol in the workplace will help to create an environment where people feel supported to be open and honest about drugs and alcohol use, and management will be equipped to support their employees.
- 4.4 The workshop aims to address the potential harm of drugs and alcohol misuse; discuss the support that is available and support managers in workplace settings to promote a healthy attitude, inclusive culture and environment in which staff feel confident and safe to seek support.
- 4.5 The workshop will be delivered in agreement with the provider following the development and agreement of the workshop materials and supporting resources.
- 4.6 Options were scoped regarding procurement of a suitable potential provider to develop and deliver the Drug and Alcohol Awareness for Employees and Managers Workshops. Consideration was given to how this initiative might be developed and delivered to ensure consistency of approach and to develop synergy between Healthy Workplaces and Substance Misuse Services. The current Derbyshire Recovery Partnership provider group is considered a potential option for

development of the training. Within the Derbyshire Recovery Partnership, Derbyshire Alcohol Advice Service has been identified as a specialist organisation in this field with dedicated training and development expertise. The Council does not have an existing direct contracting relationship with Derbyshire Alcohol Advice Service, so grant funding is the preferred option.

- 4.7 Public health colleagues reviewed the capacity and skillsets of existing substance misuse providers and determined that one of the Derbyshire Recovery Partnership supply chain providers (Derbyshire Alcohol Advice Service) have a dedicated training development and delivery function within their organisation with appropriately qualified staff resources who could develop the workshop material with key stakeholders in a co-produced manner and deliver the workshops without impacting on other Derbyshire County Council commissioned contractual expectations.
- 4.8 Grant funding an existing member of the supply chain to create additional staff capacity to develop and deliver the workshops provides the following benefits:
 - 4.8.1 Additional grant funding would enable creation of added staffing capacity within the organisation to deliver the new initiative without adversely impacting on existing commissioned services;
 - 4.8.2 The chosen provider (Derbyshire Alcohol Advice Service) has an established and proven record of development and delivery of comparable training materials;
 - 4.8.3 Existing networks and relationships available via commissioned substance misuse services could be leveraged to target and promote the new initiative;
 - 4.8.4 Workshop content could be developed which would mirror existing commissioned substance misuse service messaging to ensure consistency of approach;
 - 4.8.5 Co-production of the workshop content would be supported by the existing professional working relationships that DAAS;
 - 4.8.6 Given that the Healthy Workplaces programme is a commercial offer in an experimental phase and requires the flexibility to explore different ways to deliver evidence-based interventions within workplace settings. Working with DAAS provides an opportunity to develop a prototype that meets the needs of workplaces and facilitates behaviour change. The prototype will inform a long term approach to support positive workplace health and wellbeing interventions on a range of topic areas.

5. Consultation

5.1 In determining this course of action the following organisations and teams were consulted:

5.1.1 Derbyshire Healthcare Foundation Trust (the main commissioned provider of substance misuse services);

5.1.2 Derbyshire Alcohol Advice Service (a commissioned substance misuse provider partner and subcontractor accountable to Derbyshire Healthcare Foundation Trust

6. Alternative Options Considered

6.1 Option 1 (Not recommended) - seek expressions of interest from suitably qualified training delivery organisations through a traditional procurement via Procurement Protocol 7(B). Whilst this option would likely have resulted in suitable providers of training expressing an interest in the work it came with the challenge of having to then integrate this with existing related substance misuse messaging and service provision to ensure consistent messaging and appropriate onward referral;

6.2 Option 2 (Not recommended) – explore the potential for an existing commissioned substance misuse provider to develop and deliver this work as ‘business as usual’ as part of an existing contracted service. Whilst this option would ensure the workshop content was consistent with wider substance misuse service delivery, it was felt that it would create an additional pressure and potentially detract from existing commissioned core responsibilities;

6.3 Option 3 (Preferred) – explore the potential for an existing specialist alcohol advice subcontractor within our commissioned substance misuse provider to be awarded this additional work as a grant funded opportunity to enable creation of additional staffing capacity to develop and deliver the workshops without impacting negatively upon existing service delivery.

7. Implications

7.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

8. Background Papers

8.1 Cabinet Report (14 June 2016) proposing contract award in respect of 'Adult Integrated Substance Misuse Treatment Service (Drug And Alcohol)'

9. Appendices

9.1 Appendix 1 – Implications

10. Recommendation(s)

That the Cabinet Member for Health and Communities approves a grant to the value of £7,800 to be made to Derbyshire Alcohol Advice Service (DAAS) for the development and delivery of bespoke online and face to face Drug and Alcohol Awareness for Employees and Managers Workshops as part of the Derbyshire County Council Public Health funded 'Healthy Workplaces Derbyshire' initiative.

11. Reasons for Recommendation(s)

11.1 The above is recommended because:

- Additional grant funding would enable creation of added staffing capacity within the organisation to deliver the new initiative without adversely impacting on existing commissioned services;
- The chosen provider (Derbyshire Alcohol Advice Service) has an established and proven record of development and delivery of comparable training materials;
- Existing networks and relationships available via commissioned substance misuse services could be leveraged to target and promote the new initiative;
- Workshop content could be developed which would mirror existing commissioned substance misuse service messaging to ensure consistency of approach.

12. Is it necessary to waive the call in period?

12.1 No

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Implications

Financial

- 1.1 The costs will be funded by the Public Health Grant allocation to the Healthy Workplaces Derbyshire programme. The costs incurred will be £7,800 over the two year period of the grant as follows:

	2022-23 £	2023-24 £
Workshop Development	£2,100	-
Workshop Delivery	£2,850	£2,850
Total Costs	£4,950	£2,850

Legal

- 2.1 The Council has power to provide grants under the general power of competence set out in section 1 of the Localism Act 2011.
- 2.2 The Council’s Financial Regulations state that grants below £0.100m require Cabinet Member authorisation.
- 2.3 The Council’s standard grant agreement shall be used to set out the terms and conditions for which the grant is made. This includes conditions for clawback of funding in certain circumstances

Human Resources

- 3.1 There are no apparent human resources risks attached to this recommendation.

Corporate objectives and priorities for change

- 4.1 Approval of the recommendations contained in the core report will support Derbyshire County Council to make progress against the following priorities contained within the Council Plan:
- resilient, healthy and safe communities
 - high performing, value for money and resident focused services
 - effective early help for individuals and communities