

**Report of: The Office of the Director of Public Health**

**Report to: Ian Cameron - Director of Public Health**

**Date: 16<sup>th</sup> January 2017**

**Subject: A report to request the waiver of Contract Procedure Rules 8.1 and 8.2 to directly commission the services of The Performance Coach to co-facilitate specialist training sessions on health coaching. This will enable the accreditation of the Leeds Health Coaching Innovation Lead, training for health and care staff and supervisors**

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

### Summary of main issues

1. The key health and social care providers in Leeds (Public Health Leeds City Council, Leeds Community Health Care Trust (LCHT) and Leeds and York Partnership Foundation Trust (LYPFT)) have been working together with Health Education England (HEE) to develop health coaching as an approach to improve self-care and management within the health and care system in Leeds. This is a key part of developing the golden thread of the Leeds Plan – Better conversations and the ‘working with’ approach.
2. To help embed health coaching within the Leeds health and care system, the HEE has already funded the initial training in Leeds from The Performance Coach. We now have the opportunity with funding from NHS England (NHSE) specifically to further develop our place based approach to ‘working with’, as part of the national pioneer programme. Initial workshops have been held which show a real need for further training. This training will

also enable the Leeds Health Coaching Innovation Lead to become competent and accredited to deliver health coaching training.

3. The funding from NHSE will fund The Performance Coach (TPC) to deliver 2 day health coaching training sessions across the Leeds health and social care system, enabling the Health Coach Innovation Lead to be quality assured, 60 health and care staff to be trained and also an opportunity for managers and supervisors to understand this approach and how it will change their practice. This should deliver value for money and improve the approach to health and social care in Leeds.
4. The request to waiver CPRs is required as TPC are the only provider of the European Mentoring and Coaching Council (EMCC) accredited Train the Trainer Health Coaching course. An accredited course is essential as it provides an internationally recognised bench mark of competency for this whole system approach to health coaching. The total cost of this commission is £20,870, and it involves 3 training sessions (6 days in total), course materials and a quality assurance element

### **Recommendations**

5. The Director of Public Health is requested to waive Contracts Procedure Rules 8.1 and 8.2 to directly commission The Performance Coach to co-deliver three 2-day specialist training sessions (2 x trainer CPD sessions and a session for supervisors/middle managers) to enable the Leeds Health Coaching Innovation Lead to be quality assured for the total sum of £20,870, which will be funded by NHSE.

## **1 Purpose of this report**

1.1 The purpose of this report is to seek approval from the Director of Public Health to waive Contract Procedure Rules 8.1 and 8.2 to directly commission TPC, in order to support the implementation of health coaching as an approach across the Leeds health and care system. This waiver report details the need for the request to waive Contracts Procedure Rules as it is a commission for specialist training by the only accredited company.

## **2 Background information**

2.1 Health coaching is an approach to working with patients/people which aims to increase awareness of and support greater control of a person's own health. The application of coaching offers a responsive, effective way of both eliciting greater awareness of health and increasing skills of self-management. It supports the mind-set change needed for the workforce to see the potential of individuals to make the changes needed to increase self-management. It is based on creating a trusting partnership through using strong communication, listening and negotiation skills, informed patient defined goals, conscious patient choices, and exploration of the consequence of decisions.

2.2 An increasing prevalence of chronic disease coupled with societal changes mandates a new relationship between the public and the care services. As a society, people are demonstrating a trend of increasing confidence and capability to be actively involved in planning and decision making with regards their health and care. It continues to be a challenge for services to embrace this need and approaches are thus needed to transform the historical paternalistic relationship between people and their care services.

2.3 NHSE has funded Leeds to take this approach further as part of the Leeds Plan.<sup>3</sup> place based engagement events have been held which demonstrate the need for further training. To aid sustainability within Leeds, the Health Coaching Innovation lead requires quality assurance so that he can deliver local courses. There is also the requirement that middle managers and supervisors understand this approach and implications for practice.

2.4 The training will start as soon as possible after the approval of this decision, and is likely to take place in spring 2017.

### **3 Main issues**

#### **Reason for Contracts Procedure Rules Waiver**

3.1 LCC Public Health is actively participating in the implementation of the health coaching approach in the Leeds health and social care system through the train the trainer methodology. If the Council are unable to award the contract to TPC, the opportunity to build on the investment by HEE will be lost and the health coaching approach to support the population of Leeds will not be implemented.

3.2 TPC are the only provider of the European Mentoring and Coaching Council (EMCC) accredited Train the Trainer Health Coaching course. An accredited course is essential as it provides an internationally recognised bench mark of competency for this whole system approach to health coaching.

3.3 Costs will be met by identified budgets secured from NHSE.

3.4 Working in partnership will support implementation by building this approach across the Leeds Health and care system and will deliver a key thread of the Leeds Plan

3.5 Health coaching has been identified as an enabler to key work streams - within the Leeds Plan, and is a key part of the Better Conversations – ‘working with’ approach. A delay in the implementation of health coaching within health and social care workforce will also affect the successful delivery of these key programmes of work.

#### **Corporate Considerations**

##### **4.1 Consultation and Engagement**

4.1.1 LCC Public Health is leading the implementation of health coaching as a system wide approach and have been consulting with key external stakeholders HEE, LCHT and LYPFT. Internally within the Council, engagement has taken place across the Office of the Director of Public Health through the self-management PPI steering group.

##### **4.2 Equality and Diversity / Cohesion and Integration**

- 4.2.1 Health coaching as an approach enables effective positive conversations across population groups in terms of their health and social care.
- 4.2.2 Health coaching as an approach improves the effectiveness of services and in particular supports vulnerable groups to overcome barriers to behaviour change.
- 4.2.3 The Council having own trainers in the health and care system provides the flexibility to adapt approaches to meet the needs of different workforces who are working with differing population groups.

### 4.3 **Council Policies and City Priorities**

- 4.3.1 Health coaching training supports the Council priority of Best City for Health and Well Being and the vision of the Leeds Health and Wellbeing Strategy 2016 where everything starts with people. It particularly contributing to outcome 1 – People will live longer and have healthier lives. The priorities includes – supporting more people to choose healthy lifestyles.
- 4.3.2 Within the Leeds Plan working with to achieve better conversations is a golden thread throughout the plan.

### 4.4 **Resources and Value for Money**

- 4.4.1 Train the trainer model is value for money as the Leeds system post training will maintain the expertise to train the key workforces within the city to support the identified priorities through the Health Coaching Innovation Lead.
- 4.4.2 This commission builds upon funding already received from HEE as part of the implementation of Health Coaching within Leeds City Council. This training is funded by NHSE resources.
- 4.4.3 The total cost for the TPC commission is £20,870 and will be met by a specific budget from NHSE.

### 4.5 **Legal Implications, Access to Information and Call In**

- 4.5.1 The decision is a significant operational decision and is not subject to call – in. The report does not contain any exempt or confidential information.

4.5.2 Awarding a contract to The Performance Coach without seeking competition could leave Leeds City Council open to a potential claim from other providers, to whom this contract could be of interest, that it has not been wholly transparent. However the value is low and the only known provider that can provide specialist EMCC accreditation for train the trainer is TPC

## 4.6 Risk Management

4.6.1 **Risk of going ahead** – TPC is the only provider of an EMCC accredited Train the Trainer Health Coaching course therefore there is a limited risk if a non-competitive process is followed.

4.6.2 **Risk of not going ahead** –this will cause a delay in implementation of health coaching within the system, wasted funding by HEE, and the Council would be unable to incorporate health coaching into the Health Inequalities breakthrough project and re-procurement of healthy living services.

## 5 Conclusions

5.1 This report seeks approval from the Director of Public Health to waive contract procedure rules 8.1 and 8.2 to directly commission TPC to support the implementation of the health coaching approach across the Leeds health and care system.

5.2 The proposed approach to health coaching, with TPC only involved in specific parts of the overarching Leeds Health Coaching Plan, will provide a cost effective way to support key city wide priorities.

## 6 Recommendations

6.1 The Director of Public Health is requested to waiver Contracts Procedure Rules 8.1 and 8.2 to directly commission The Performance Coach to co-deliver three 2-day specialist training sessions (2 x trainer CPD sessions and a session for supervisors/middle managers) to enable the Leeds Health Coaching Innovation Lead to be quality assured for the total sum of £20,870, which will be funded by NHSE.