

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

4 JULY 2016

REPORT OF THE HEAD OF COMMISSIONING & BUSINESS SUPPORT SERVICES - ANGELA THOMAS

Matter for Decision

Wards Affected

All Wards.

Report Title

Restructure of the Community Mental Health Teams North and South

Purpose of the Report

The purpose of this report is for Members to approve the creation of two social work posts (Grade 8/9) 22 hours per week, and to delete two full-time Community Well Being Officer posts (Grade 5) within the Community Mental Health Team of the Social Services, Health and Housing Directorate.

Background

The Community Mental Health Teams (CMHT) work under the Mental Health Measure to support individuals who meet the criteria for Secondary Care. The Measure clearly states that individuals under the Secondary Care must have an allocated Care Coordinator and a Care and Treatment Plan. It also states that the Care Coordinator must be a qualified professional. Within the team, there are currently 2 Community Well Being Officer posts and whilst they can support this work, these employees cannot be the identified worker, as they are not Social Work qualified. It is therefore proposed that the two Community Wellbeing

Officer posts (37 hours), currently vacant, will be deleted from the establishment and two Social Worker posts (22 hours) created.

The newly created Social Workers will be able to work with individual and their family to support them to remain in their own home and avoid the need for hospital admission. The Social Workers will Coordinate and deliver a package of care and support. This involves:

- Working with the family to look at the positive changes that they would like to make
- agreeing an action plan
- helping them to feel more confident so that they can maintain these changes going forward
- signposting them to other support services that might also help them work on their plan

The CMHT not only works under the Mental Health Measures, Mental Health Act, Mental Capacity Act but now also under the Social Services and Wellbeing Act 2014, which means that a new approach is required to ensure the Authority, is fulfilling its obligations under the Act. This includes closer collaboration with all agencies including Health, Housing, Children's Services (more involvement with CAMHS and Route 16) and third sector.

Proposal

It is proposed that the posts of two Community Well Being Officers Grade 5 are deleted (currently vacant) and replaced with two 22 hours Social Worker posts Grade 8/9.

Financial Impact

There will be no cost implication as the two full time Community Well Being Officers posts (Grade 5) will be deleted therefore the creation of the two 22 hours Social Workers (Grade 8/9) post which will not incur any additional costs and will result in a small saving.

Equality Impact Assessment

An Equality Impact Assessment (EIA) screening form has been completed and a full EIA is not required. The proposals will have a positive effect on all Service users irrespective of their background as

the Service will support the aims of the Mental Health Measures and the new Act. The change does not affect any member of staff.

Workforce Impacts

Having a qualified staff in the team to take on the role of the Care Coordinator will be beneficial for the whole CMHT. The new workers will be working closely with the Children Services to identify and ensure smooth transition takes place from Children services into Adult Services. The proposed posts to be deleted are currently vacancy, so there will be no impact on employees.

Legal Impacts

None identified.

Risk Management

If the changes were not to be made there would be a risk of non-compliance with legislation and the increase the workload of the team. The early intervention and prevention mechanisms may also prove less effective.

Consultation

There is no requirement under the Constitution for external consultation on this item.

Recommendations

It is RECOMMENDED that Members approve the proposal to create two social work posts (Grade 8/9) 22 hours per week, and to delete two full-time Community Well Being Officer posts (Grade 5) within the Community Mental Health Team of the Social Services, Health and Housing Directorate.

FOR DECISION

Reasons for Proposed Decision

The creation of a social worker would ensure that we are not in breach of the Mental Health Measures. It would enable the CMHT to focus on children who may need to move from CAMHS and Routes 16 services

into adults services and would help ensure the Authority fulfils its obligations under Mental Health Measures and the new Act.

Implementation of Decision

The decision is proposed for immediate implementation.

Appendices

Appendix 1 - Financial Appraisal

List of Background Papers

Equality Impact Assessment Screening Form.

Contact

Neelo Farr, Deputy Team Manager, Integrated Community Services
ICS - Managed Care & Safeguarding
CMHT (South)

APPENDIX 1

FINANCIAL APPRAISAL

APPENDIX

POST/ POSTHOLDER	PROPOSED CHANGE (New Post/Delete/Regrade etc)	PAY SCALES		ANNUAL COSTS	
		Current	Proposed	16/17	Maximum
Community Wellbeing Officer (post ref 13245)	Delete Post	Sp 21 - 24	-	- 25,391	- 29,311
Community Wellbeing Officer (post ref 13246)	Delete Post	Sp 21 - 24	-	- 25,391	- 29,311
Social Worker (23 hrs) 0.62 fte	New Post	-	Sp 35 - 39	24,989	29,275
Social Worker (23 hrs) 0.62 fte	New Post	-	Sp 35 - 39	24,989	29,275
			TOTAL	- 804	- 72

RECURRING COSTS

	<u>Full</u>
	<u>Year</u>
	<u>£</u>
-	-
-	-
<u>Costs</u>	
Employee Costs (Financial Appraisal Statement)	-
> Salary	804
at Maximum	732
Accommodation Running Costs	-
IT Annual Costs	-
Other Running Costs (specify)	-
Total Recurring Costs/Savings (-)	72
<u>Funding of Recurring Costs</u>	
<u>External Sources</u>	
Specific Grant:	
- staffing costs	
- other	
Funding from External Agencies	
Service Level Agreement	
Other (specify)	
<u>Internal Sources</u>	
HRA	
Existing Budget Allocation	72
Additional Guideline Allocation	
Other (specify)	
Total	72

*Current posts funded with the Community
Mental Health Teams*

Refer to this statement in the report's section on Financial Appraisal.