

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

4th SEPTEMBER 2017

**REPORT OF THE DIRECTOR OF SOCIAL SERVICES,
HEALTH AND HOUSING – N. JARMAN**

MATTER FOR DECISION

WARD(S) AFFECTED: ALL

**Proposed Changes to the Delivery of Psychological
Services at Hillside Secure Children`s Home.**

Purpose of Report:

The purpose of this report is to seek approval of Members to establish a Clinical Psychologist and 2 Assistant Psychologist posts within Hillside Secure Children`s Home.

Background:

Neath Port Talbot County Borough Council is responsible for managing Hillside Secure Children`s Home.

In June 2015, Hillside presented a report to Committee highlighting the need to secure a Clinical Psychological Service.

The ability of the provider (CAHMS) to respond and meet the requirements of the purchaser (Hillside) resulted in the service being withdrawn. Subsequently Hillside have utilised psychology services via an Agency and a self-employed

Psychologist to ensure the continued psychological needs of Young People are being met.

The proposed change in service delivery will enable Hillside to provide enhanced services to the young people and ensure positive outcomes.

Hillside intends to recruit the services of one Clinical Psychologist and two Assistant Psychologists directly to meet the service requirements of external stakeholders and to provide an enhanced service to the young people.

These posts will provide specialist psychological assessments and therapy to the young people as well as offering advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non-professional carers working autonomously within professional guidelines and within the overall framework of the Team's policies and procedures.

The principal duties will include:-

- Clinical psychology assessments
- Clinical psychology interventions
- Clinical psychology reports
- Supervision of and consultation to staff
- Relevant training and staff development
- Service development contribution and guidance on matters of clinical psychology
- Attend and contribute to Young Person`s Meetings and Reviews.

Hillside will continue to have access to a Psychiatrist on a weekly basis to provide on-going support to the Clinical Team.

Financial Impact

It is Hillside's intention to recruit one Clinical Psychologist and two Assistant Psychologists to provide clinical oversight internally and externally within the Authority. The cost to employ a Clinical Psychologist and two Assistant Psychologists will be £121,586 (including on costs) which will be fully funded from current Hillside 2016/17 budget allocation (see Appendix 1 and 2), the additional cost will be recovered by increasing the bed price charged to other Local Authorities. These costs will be included in Hillside 2018/19 budget. This will ensure the young people at Hillside have a service which can best meet their needs. These posts have been Job Evaluated as follows;

Clinical Psychologist-Grade 12(SCP46-49)-£41,025 to £43,821
Assistant Psychologist-Grade 7(SCP27-31)-£24,174 to £27,668

Workforce Impacts

This proposal will have a positive impact on Hillside employees as the posts will provide advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non-professional carers

Legal Impacts

There are no associated legal implications

Risk Management

There are no associated risks

Consultation

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

RECOMMENDATION

It is RECOMMENDED that Members APPROVE the establishment of a Clinical Psychologist and two Assistant Psychologist posts within Hillside Secure Children's Home.

FOR DECISION

Reasons for Proposed Decision

To ensure that the young people at Hillside Secure Children's Home receive a service which best meets their needs.

Implementation of Decision

The decision is for immediate implementation.

Appendices

Financial Appraisal – Appendix 1
Financial Statement - Appendix 2

List of Background Papers

None

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Financial Implications – Hillside Secure Children’s Home**SET UP COSTS:**

<u>Costs</u>	<u>This Year</u> £	<u>Maximum</u> £
Recruitment Costs		0
Accommodation Costs		
Office Costs		
I.T.		
Other (Specify)		
Total Set Up Costs	0.00	0
<u>Funding of Set Up Costs</u>		
Revenue Budget		
Reserves		
Special Grant:		
Other (Specify)		
Total Funding of Set Up Costs	0.00	0

RECURRING COSTS:

<u>Costs</u>	<u>This Year</u> £	<u>Maximum</u> £
Employee Costs (Financial Appraisal Statement)	121,586	135,264
> Starting Salary		
> Additional cost at Maximum Salary		
Employee Training & Seminars		
Accommodation Running Costs		
Travel & Subsistence (Standby Allowance)		
Other Running Costs - Office Supplies		
Other Running Costs - Printing & Literature		
Other Running Costs - IT.		
Total Recurring Costs	121,586	135,264
<u>Funding of Recurring Costs</u>		
<u>External Sources</u>		
Specific Grant:		
Funding from External Agencies		
Service Level Agreement		
Other (Specify)		
<u>Internal Sources</u>		

HRA		
Existing Budget Allocation	121,586	135,264
Additional Guideline Allocation		
Other (specify) :		
Total Funds Available	<u>121,586</u>	<u>135,264</u>

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