

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

14th May 2018

Report of the Interim Head of Children and Young People Services – Keri Warren

Matter for Decision

Wards Affected:

All Wards

Establishment of the Multi Agency Placement Support Service (MAPSS)

Purpose of the Report

The purpose of this report is to seek Member approval to establish a staffing structure for the regional Multi-Agency Placement Support Service (MAPSS) across Neath Port Talbot County Borough Council (NPT) the City and County of Swansea (CCoS) and Bridgend County Borough Council (BCBC) as Neath Port Talbot Council are the host Local Authority.

Executive Summary

MAPSS aims to provide additional placement support to children and young people who have complex needs and are Looked After by the Council, CCoS or BCBC. This will be achieved providing support around

the Service User through the delivery of a co-ordinated multi-agency response

Following a successful joint bid by the Council, CCoS and BCBC to the Intermediate Care Fund (ICF), £313,784 was made available to implement a regional MAPSS pilot until March 31st 2018.

NPT is the lead authority in the establishment and delivery of the regional MAPS Service. This is a joint service with CCoS and BCBC and has involved working closely with partners in Abertawe Bro Morgannwg University Health Board (ABMU HB) and the Child and Adolescent Mental Health Services (CAMHS) and the three local authority education departments.

It has been agreed that ICF funding will be available in 2018/19

To date the service has run on a pilot basis. Now that funding has been established through ICF for 2018/19 it is necessary for the staffing structure to be agreed within the NPT establishment in order to appoint to the posts for the duration of the grant fund up until 31st March 2019.

Background

MAPSS is a regional project funded through Welsh Government ICF.

The service aims to help Looked after Children across the Western Bay region with, or at risk of, mental illness and/or emotional and/or behavioural difficulties by providing specialist placement support. The Service will support children and young people by ensuring practice across the Western Bay region is preventative, pro-active, planned and promotes permanence. The high level objectives for MAPSS are:

Establishment of an effective service to improve the mental health and emotional wellbeing of looked after children with particularly complex needs;

Improved placement stability for looked after children;

Reduction in the number of children placed with independent foster placements and children's homes;

Reduction in the number of looked after children subject to school exclusion;

Reduction in the number of children placed out of area;

Increased confidence, skills and knowledge of foster carers and professionals;

Shared responsibility of caring for our most vulnerable children amongst a wider group of individuals;

Improved links to CAMHS for children with more acute mental illness;

Increased understanding of evidence on the number and types of mental health and emotional difficulties to inform future staff training programmes and service developments.

NPT is the lead authority in the establishment and delivery of MAPSS. A Steering Group has been established to oversee the implementation and delivery of MAPSS, this Steering Group reports to the Western Bay Heads of Children's Services Group.

To date the Service has been delivered by a part-time Lead Clinical Psychologist from within AMBU funded by ICF through MAPSS and through commissioned and spot purchased services from independent providers who have undertaken therapeutic assessments or interventions to support the work of the Lead Clinical Psychologist.

The structure of the pilot service in 2017/18 has been:

Lead Clinical Psychologist x1

Consultant Social Worker x1

Project Manager x 1

Spot purchased sessional contracts for additional psychology;

Spot purchased sessional contracts for therapies.

The Lead Clinical Psychologist was assigned to the team in October 2017. The Consultant Social Worker was appointed in December 2017. Referrals into the service commenced in October 2017 and have been

complimented by each Local Authority being allocated a budget for commissioned services as follows:

Beneficiary	Q3	Q4	Total
Swansea (50%)	54,628	34,537	89,165
NPT (25%)	27,314	17,268	44,582
Bridgend (25%)	27,314	17,268	44,582
Total	109,256	69,073	178,329

NPT has entered into an Inter Authority Agreement with BCBC and CCoS. This agreement sets out the terms and conditions of the arrangement and governance of the partnership arrangement.

Proposals for 2018/19

The Western Bay Heads of Service group has agreed the following service structure for 2018/19.

Team Members	FTE	Max COST PER ROLE plus on costs	Max TOTAL COST plus on costs

Lead Clinical Psychologist Grade 8b	1	75,400	75,400
Clinical Psychologist Grade 12 scp 46-49	1	61,492	61,492
Team Manager Grade 11 scp 43-47	1	59,059	59,059
Consultant Social Worker Grade 10 scp 39-44	Up to 3	55,058	165,174
Play Therapist Grade 7 JEID 3686. Scp 27-32	Up to 2	44,767	89,534
Family worker - Education and placement support Grade 7 scp 27-32	Up to 2	39,724	79,448
Business Support Officer Grade 3 scp scp11-15	1	26,738	26,738

The total grant funding for 2018/19 is £544,565. The total cost of all posts if employed for the full year, at the top of the salary scales would cost £556,845 but this will be mitigated by the posts not being filled for the full year.

The Western Bay Heads of Service Group have agreed that from 1st April 2018 the service will move from one which is reliant on commissioned support to one which is operated from its core staff.

The Team Manager and 2x Consultant Social worker posts have been appointed, and are pending start dates. The interviews for the family workers, therapists and Clinical psychologist post will take place in May 2018. The social worker and family worker posts will be recruited to on a seconded basis from within the Western Bay region however the Psychology and therapy posts will be subject to a temporary contract and or may continue to be purchased through CAMHS/AMBU. The Lead Clinical Psychologist will continue to be purchased via ABMU.

Financial impact

The ICF bid for 2018/19 covers the total cost of the project and there is regular financial monitoring undertaken to ensure that the project stays within budget with monthly financial reports to be submitted to the MAPSS Steering Group. Any projected overspend or underspend will be reported to the Heads of Children Services Group.

Equality Impact Assessment

There are no equality impacts associated with this report.

Workforce Impacts

Some staff to the service will be seconded from within the Western Bay Local Authorities of NPT, BCBC and CCoS or will be employed on a temporary contract. Those posts purchased from AMBU/Cwm Taf Health Board are subject to separate contractual agreements

The ICF funding is for a 12 month period, and the service will be monitored by the Western Bay Heads of Children's Service Group to ensure that there are no risks to staff of the Local Authority arising from the grant funding being available or ceasing beyond 31st March 2019.

Legal Impacts

There are no legal impacts associated with this report. Inter Authority Agreement and contractual agreements are established. These set out the terms of the partnership, including governance arrangements, expectations, responsibilities, liabilities and indemnity.

Risk Management

There may be a risk to MAPSS if the proposal for BCBC to move to the Cwm Taff Health Board area is undertaken within 2018/19. A Risk Assessment Plan with mitigation proposals for MAPSS has been undertaken; this assessed the overall risk to the project as low. In the event of any potential change to the ABMU HB footprint, the Council will work with all partners to mitigate any potential negative impact on MAPSS.

Consultation

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

Recommendations

It is RECOMMENDED that Members APPROVE the establishment of a staffing structure for the regional Multi-Agency Placement Support Service (MAPSS) across Neath Port Talbot County Borough Council (NPT) the City and County of Swansea (CCoS) and Bridgend County Borough Council (BCBC) as Neath Port Talbot Council are the host Local Authority.

FOR DECISION

Reasons for Proposed Decision

The reason for the proposals are as follows;

NPT has been identified as the Lead Local Authority

The posts will be funded through ICF grant funding

An inter Authority agreement is in place between NPT, CCoS and BCBC

A contract is in place in respect of the purchased Health personnel

Monitoring and reporting arrangements are established

Implementation of Decision

The decision is proposed for implementation after the three day call in period.

Appendices

Appendix 1 - Financial Appraisal

Appendix 2 - Equality Impact Assessment

List of Background Papers

None

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