

**SUBJECT: MENTAL HEALTH SERVICES REMODELLING.**

**MEETING: DIRECTORATE MANAGEMENT TEAM INDIVIDUAL MEMBER DECISION**

**DATE: 23<sup>rd</sup> September 2015**

**DIVISION/WARDS AFFECTED: ALL**

**1. PURPOSE:**

To seek approval for the implementation of a small remodelling in Mental Health Services following the redirection of resources to fund the Safeguarding restructure.

**2. RECOMMENDATIONS:**

- (a) The remodelling is agreed; resulting in:
- (b) Group manager increase from 3 days a week to 5 days a week.
- (c) Re-defining the role of senior practitioners in the mental health service to become team leaders.

**3. KEY ISSUES:**

**3.1 Introduction.**

This report links to the Adult Safeguarding Report dated report 18<sup>th</sup> November 2014, where a single member decision was granted resulting in the restructuring of the safeguarding team. The safeguarding review highlighted risks that have now been mitigated by increasing the resources to the team this is partly being funded through a restructure in the Mental Health Service, hence this further report.

- A review of adult safeguarding was carried out in 2014 culminating in a single member decision on the 18<sup>th</sup> November 2014 (appendix 1) to develop a new team structure to secure the safeguarding service onto a firmer footing.
- This was funded internally by re positioning a post from the commissioning team to become the Safeguarding Team Manager.
- The subsequent funding required for the remaining posts has required some restructuring in the mental health service.

*“We will relocate a position from the commissioning service and a small restructure in Mental Health will be subject to a further report in order to fund this.”(Single member decision 18th Nov 14).*

- The Mental Health Service in Monmouthshire is delivered to adults and older people and from co - located bases in the north and south of the county, located in Health premises.
- In order to fund the safeguarding team a re-alignment of the senior practitioner roles to that of lead practitioners is required, this would align with the team structures present in ABUHB as our key partners.( appendix 2)
- The current Mental Health Team Manager holds a post which is part time Team Manager and part time Group Manager
- By increasing Group Manager cover to fulltime from three days a week alongside the team lead roles with the current expertise and experience in situ there will be adequate cover.
- There are potential future risks; by reorganising the structure; both with the commissioning post and the posts in Mental Health there are risks around capacity to deliver and also capability. As it stands, this is a low risk, each of the current post holders are highly experienced and capable practitioners. If we were to have change in post holders the risk would be higher, this is not expected to be an issue but we will mitigate the risk by reviewing this on-going basis and building further capability in other posts.
- As yet we are not sure what the longer term impact will be on the gaps we have created by the remodelling both for the Commissioning Team and in Mental Health but the operational necessities have meant that the solution proposed is seen as a good enough approach .

#### **4. REASONS:**

In order to fulfil our statutory responsibilities around safeguarding and having secured the safeguarding resources from internal remodelling via both the Commissioning TTam and the Mental Health Team ; this next phase of remodelling of the management and practitioner roles within Mental Health Services is now required.

#### **5. RESOURCE IMPLICATIONS:**

This will be fully funded from within existing resource.

Despite this being a new pressure burden within a statutory part of delivery we have looked creatively at how this can be resourced with the SCH budget and the remodelling of both the Group Manager and lead practitioner/team lead roles alongside the remodelling of a commissioning role will enable to be managed within existing resources.

#### **6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:**

An Equality Screening Form is attached which identifies neutral impacts.

The significant equality impacts identified in the assessment (Appendix 1) are summarised below for members' consideration:

**Complete**

The actual impacts from this report's recommendations will be reviewed every **xxx** years and criteria for monitoring and review will include:

**Complete**

**7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS**

**8. CONSULTEES:**

The Social Care and Health Directorate Management Team  
SCH Finance Team  
Employee Services  
Post holders

**9. BACKGROUND PAPERS:**

Appendix 1 Single member report 18<sup>th</sup> November  
Appendix 2 New Role profiles for Team leaders

**10. AUTHOR:**

**Julie Boothroyd Head of Adult Services**

**11. CONTACT DETAILS:**

**Tel: 01633644933**

**E-mail: [julieboothroyd@monmouthshire.gov.uk](mailto:julieboothroyd@monmouthshire.gov.uk)**