

Report

Report to:	Social Work Resources Committee
Date of Meeting:	23 January 2008
Report by:	Executive Director (Social Work Resources) Executive Director (Corporate Resources)

Subject:	Mental Health Services Staffing
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Seek approval for the deployment of mental health resource transfer monies from NHS Lanarkshire and NHS Greater Glasgow and Clyde in line with the agreed strategic framework

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that 3 posts of Social Worker/Mental Health Officer (MHO), SCP 68-80 (£28,760 - £34,381) be established within existing Community Mental Health Teams

3. Background

- 3.1. Resource transfer monies arise from the transfer of funds from NHS Lanarkshire and NHS Greater Glasgow and Clyde to fund both individual community based care packages and to build a community support infra-structure for adults with mental health problems being discharged from long-stay hospitals. The funding is also used to develop a range of community supports necessary to reduce the number of emergency and planned hospital admissions.
- 3.2. The additional posts are necessary to respond to the increased workload resultant from the implementation of the Mental Health (Care and Treatment) (Scotland) Act 2003 which was implemented in October 2005 and the Adults with Incapacity (Scotland) Act 2000.
- 3.3. The results of the 2007 national survey of Mental Health Officer staffing suggests that South Lanarkshire Council is below the national average of MHOs per 1,000 of the population. This report aims to address this.
- 3.4. Despite maintaining high levels of performance with existing staff resources, the additional MHO capacity is required to maintain existing standards and respond to additional demand.

- 3.5. The additional posts will facilitate the local authority contribution to deliver key objectives of the mental health delivery plan to reduce the number of hospital re-admissions.

4. Employee Implications

- 4.1. It is proposed to increase the Social Work Resources establishment as follows:

Post	SCP range	Rate hourly (37 hours per week)	Annual pay	Gross cost	Number	Total cost
Social Worker/ MHO	SCP68- SCP80	£15.76- £18.84	£28,760 - £34,381	£36,812 - £44,007	3	£110,436 - £132,021

- 4.2. The total cost includes the effect of superannuation, national insurance, travel and associated overheads.

5. Financial Implications

- 5.1. The total cost of the proposal is £122,628. The cost will be funded from mental health resource transfer monies from NHS Lanarkshire and NHS Greater Glasgow and Clyde respectively.

6. Other Implications

- 6.1. There are no other implications arising from this proposal.

7. Equality Impact Assessment and Consultation Arrangements

- 7.1. Discussions have taken place with Health colleagues in both Lanarkshire and Greater Glasgow and Clyde NHS Boards respectively.

Harry Stevenson
Executive Director (Social Work Resources)

Robert McIlwain
Executive Director (Corporate Resources)
3 December 2007

Link(s) to Council Objectives

The proposal links to the themes and objectives of the Council as follows:

- Improve lives of vulnerable children, young people and adults

Previous References

- Social Work Resources Committee August 2007 Reference Number AJ0708

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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