

# Report

Report to:	<b>Social Work Resources Committee</b>
Date of Meeting:	<b>22 August 2007</b>
Report by:	<b>Executive Director (Social Work Resources) Executive Director (Corporate Resources)</b>

Subject:	<b>Mental Health Services and Resource Transfer (Staffing)</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Inform Committee of the proposed deployment of 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, Grade 3, Level 4 – Grade 3, Level 8, (salary £28,760 - £34,381) be established within existing resource network teams
- (2) that officers continue to monitor demand for services and review staffing configuration as required

## 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 2005 which was implemented in October 2005 and Adults with Incapacity (Scotland) Act 2000.
- 3.3. The results of the 2006 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 also contribute to 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	Grade	SCP Range	Rate Per Hr	Annual Salary	Gross Cost	Number	Total Cost
Social Worker/ MHO	Grade 3, Level 4 – Grade 3, Level 8	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 and travel and associated overheads.

#### **5. Financial Implications**

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

#### **6. Other Implications**

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

#### **7. Consultation**

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

**Harry Stevenson**  
**Executive Director (Social Work Resources)**

**Robert McIlwain**  
**Executive Director (Corporate Resources)**

25 July 2007

#### **Link(s) to Council Objectives**

- Living in the Community

#### **Previous References**

None

#### **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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