

Report

Report to:	Social Work Resources Committee
Date of Meeting:	20 January 2021
Report by:	Director, Health and Social Care Executive Director (Finance and Corporate Resources)

Subject:	Infant Mental Health/Continuing Care - Additional Resources
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ provide the Committee with an update on a Scottish Government Initiative to provide additional funding to develop a specialist Infant Mental Health Service and to provide an update on creating capacity to support wrap around community based accommodation for care leavers

2. Recommendation(s)

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

- (1) that the content of the report be noted;
- (2) that the creation of 1 Full-time Equivalent (FTE) Social Worker post (fixed term), as detailed in section 5.1, be approved; and
- (3) that the creation of a 1 FTE Team Leader post, as detailed in section 5.1, within the Family Placement Team dedicated to overseeing the development of supported carer's service, be approved.

3. Background

3.1. Mental Health Services for Infants

3.1.1. The Scottish Government (SG), through the SG Mental Health Strategy 2017-27 and the national Perinatal and Infant Mental Health Programme, is providing funding to all NHS Boards with a requirement from 1 April 2020 to develop a specialist Infant Mental Health Service for infants (birth to 3rd birthday) with a designated lead for Infant Mental Health.

3.1.2. A proposal was submitted to the SG by NHS Lanarkshire (NHSL) for the establishment of a multi-disciplinary team across Lanarkshire. Posts of Project Manager and Nursing staff, who will be employed by NHSL; and two Social Worker posts, one each for North and South Lanarkshire were submitted as part of the proposal.

3.1.3. The purpose of the Social Worker posts are to support and promote multi agency working in relation to NHSL Infant Mental Health Team work with infants with severe/complex mental health difficulties and their families; and provide a direct link between the NHSL Infant Mental Health Team work with infants and their families, and the local authority Social Worker or locality Social Work Team.

- 3.2. Increasing Continuing Care Options for Care Leavers
- 3.2.1. The Children and Young People (Scotland) Act 2014 brought about significant changes to the support for older young people preparing to transition from care. The legislative framework expanded the duties of local authorities to young people giving young people the right to remain in the care placement up to 21 years of age (continuing care). This has resulted in a higher percentage of young people staying in their care placements until they are 21 years. This has created significant cost pressures as we try and meet current and future demand to meet the needs of this group of young people.
- 3.2.2. A high number of our care leavers are not ready to live independently but no longer wish to remain in fostering or residential care. These young people are unable to move on from care placements as there is currently not a specific resource within South Lanarkshire that provides wrap around supportive care community based accommodation.

4. Current Position

- 4.1. Mental Health Services for Infants
- 4.1.1. In recognition of the existing clinical provision for infants, and Infant Mental Health training, consultation and supervision already being provided by NHS Lanarkshire, the Scottish Government has granted funding to NHSL for 'early adopter' status.
- 4.1.2. Funding has been approved from October 2020 and will be reviewed at the end of March in 2023. In light of the impact of Covid-19, it is recognised there is some delay in the project commencing. The funding allows for the establishment of a multi-agency team, which will include a Social Worker post for South Lanarkshire residents.
- 4.2. Increasing Continuing Care Options for Care Leavers
- 4.2.1. As part of the continuing care strategy, there is a requirement to increase capacity, to offer young people an option of supported carers. At present there is a small resource of 4 FTE supported carers. Capacity within the team is maximised and limited due to the size of the team, commitment to recruitment, assessment, training and support to growing the Foster Care population across South Lanarkshire. In addition, the team have consumed the new support responsibilities for Kinship Care development across South Lanarkshire. We know from our analysis that we have ten young people who are ready to move out of formal residential/foster care into supported carers placements.
- 4.2.2. The SG have issued reoccurring funding of £15m between all local authorities' in relation to the development of new and enhanced community mental health and wellbeing services for 5-24-year olds, their families and carers. South Lanarkshire has received part year funding of £210k for 2020/21. This additional funding is being provided to enable the roll out of new and enhanced supports and services. A Team Leader post will be created, dedicated to enhance the Supported Carers service for care leavers. The impact of transitions on young care leavers cannot be underestimated. This is a time of significant vulnerability which can impact on their mental health and wellbeing. Offering supported care placements with wrap around support is a priority for the service therefore the creation of the Team Leader post within the Family Placement Team will enable the Service to have a specific focus on recruitment, assessment and retainment of the supported carers.

5. Employee Implications

- 5.1. Employee implications are detailed below and the proposal is to create 1 FTE Social Worker post (fixed term 3 years) and 1 FTE Team Leader post.

Post	No of posts	Grade	SCP range	Hourly rate	Annual salary	Gross cost	Total cost
Social Worker	1	G3 L4	72-74	£20.61	£37,611	£49,007	£49,007
				-	-	-	-
				£21.25	£38,779	£50,529	£50,529
Team Leader	1	G3 L8	79-80	£22.89	£41,772	£54,429	£54,429
				-	-	-	-
				£23.24	£42,411	£55,261	£55,261

6. Financial Implications

- 6.1. The costs for the Social Worker post fixed for 3 years will be met from the Mental Health Strategy funding provided to NHSL and the Team Leader post cost will be met from the reoccurring Mental Health and Wellbeing funding.

7. Climate Change, Sustainability and Environmental Implications

- 7.1. There are no implications for climate change associated with this report.
- 7.2. There are no sustainable development implications associated with this report.
- 7.3. There are no environment Implications associated with this report.

8. Other Implications

- 8.1. There are no additional risk implications associated with this report.
- 8.2. There are no sustainable development issues associated with this report.
- 8.3. There are no other issues associated with this report.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not introduce a new policy, function, or strategy, or recommend a change to existing policy, function or strategy and, therefore, no impact assessment is required.
- 9.2. Consultation has taken place with the Trade Unions regarding this report.

Val de Souza
Director, Health and Social Care

Paul Manning
Executive Director (Finance and Corporate Resources)

29 December 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ Protect vulnerable children, young people and adults
- ◆ Deliver better health and social care outcomes for all
- ◆ Focused on people and their needs

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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