

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	2643
Author:	Linda Sellars
Department:	Children and Families
Contact:	Linda Sellars (Job Title: Director of ASC - Quality and Change, Email: linda.sellars@nottinghamcity.gov.uk, Phone: 01158764150)
Subject:	Approved Mental Health Professional (AMHP) Strategy
Total Value:	Up to £479,760 (Type: Revenue)
Decision Being Taken:	<p>To approve the implementation of an Approved Mental Health Professional (AMHP) Strategy to provide additional capacity in Adult Social Care Assessment, for a period of up to 3 years (subject to funding being available), and the associated budget for it (£479,760) (Portfolio Holder decision).</p> <p>To approve the creation and recruitment of 4 G grade Social Work posts in Adult Social Care Assessment for a period of up to 3 years (subject to funding being available) (Non-executive officer decision).</p>

Reasons for the Decision(s) Pressure on the current cohort of AMHP's has increased over the last 5 years as the number of requests for Mental Health Act assessments (and associated work) has grown by 100%. Nottingham City Council (NCC) has a statutory duty to provide a suitable number of AMHP's to undertake the required demand. Social Workers require 2 years post qualifying experience before they can embark on the 2 years of training it takes to qualify as an AMHP. There is no other post within NCC that can complete the duties of an AMHP.

In order meet existing demand, and future proof against further increases in demand, it is necessary to train more social workers as AMHPs.

Retention is another issue and it has been identified that NCC runs a risk of losing existing AMHPs to nearby local authorities if their workload becomes unsustainable.

It is already problematic delivering a Monday to Friday (daytime) rota. Without an increase in AMHP numbers there is a risk that it will not be possible to sustain this rota.

By recruiting 4 social work posts (placing those posts in Mental Health and Learning Disability so that they can gain the requisite experience) it will be possible to increase the number of social workers available for the AMHP course.

These additional Social Work posts will also be able to complete Care Act compliant assessments for citizens and carers supporting the Learning Disability and Mental Health Teams with the increase in demand in these areas since the introduction of the Care Act 2014.

Other Options Considered: Not increasing capacity was rejected because it would lead to a delay in assessments. A single rota involving all day time colleagues and undertaking multiple assessments if the assessment setting is in a hospital or police station was rejected because the only way that existing and future demand can be met is via increasing the overall number of AMHPs.

Background Papers: Explanation of role

Unpublished background papers: Explanation of AMHP role - July 2016.doc

Published Works: None

Affected Wards: Citywide

Colleague / Councillor Interests: None

Consultations: Those not consulted are not directly affected by the decision.

Crime and Disorder Implications:

None

Equality:

EIA not required. Reasons: This decision relates to an expansion of an existing service and enhances opportunity for those citizens experiencing mental health issues

Relates to staffing:

Yes

Decision Type:

Portfolio Holder

Subject to Call In:

Yes

Call In Expiry date:

07/11/2016

Advice Sought:

Legal, Finance, Human Resources

Legal Advice:

With regard to the proposal to implement an Approved Mental Health Professional (AMHP) Strategy which would result in the creation and recruitment of 4 G grade Social Work posts in Adult Social Care Assessment for a period of 3 years, under section 7 of the Local Government & Housing Act 1989 any appointment to posts in the authority created as a result should be made on merit. Advice provided by Jonathan Ludford-Thomas (Senior Solicitor) on 22/08/2016.

Finance Advice:

The cost of this decision is as follows; £139,920 annual cost of the employment of 4 Grade G Social Work posts and £20,000 for training, course and practice assessor fees associated with the AMHP qualification. This cost will be met from Care Act funding supporting the increase in demand for Care Act compliant assessments for citizens and carers since the introduction of the Care Act 2014.

Management should be aware of the risk of employees attaining employment rights over the course of this initiative and ensure these are managed within the overall adult social care budget through vacancy management processes. Any costs resulting from these vacancy management actions must also be considered and managed by the service. Advice provided by Darren Revill (Finance Analyst) on 07/10/2016.

HR Advice:

Posts are based on existing Job Descriptions and evaluations. Any appointments to the posts should be in accordance with the authorities resourcing policy. If possible the posts should be appointed on a secondment basis or an appropriate exit strategy must be in place in order to terminate the contracts in line with Nottingham City Council guidance in the result that the posts cannot be made permanent at the end of the fixed term period. Management will need to ensure appropriate timelines are in place to notify the affected employees and give appropriate notice and referral to Project People (redeployment) as appropriate. Where an employee has accrued more than 2 years' service, management should be aware of the right to a redundancy payment if the reason for dismissal is redundancy and budget accordingly.

Advice provided by Mandy Marshall (Service Redesign Consultant) on 25/08/2016.

Signatures

Alex Norris (Portfolio Holder for Adults and Health)

SIGNED and Dated: 28/10/2016

Alison Michalska (Corporate Director for Children and Adults)

SIGNED and Dated: 27/10/2016