

21 November 2016**Agenda Item: 10**

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE

ESTABLISHMENT OF YOUTH WORKER POSTS AT KING'S MILL HOSPITAL (CHILDREN'S WARD)

Purpose of the Report

1. The purpose of this report is to seek Committee approval to temporarily increase the establishment of the Youth Service in order to deliver youth work at Sherwood Forest Hospitals which will be funded by Public Health.

Information and Advice

2. A report was taken to the Health and Wellbeing Board on 2nd December 2015 to seek approval for the Nottinghamshire Children and Young People's Mental Health and Wellbeing Transformation Plan, which was developed following the Future in Mind Government publication in March 2015. This was a national taskforce report into children and young people's mental health. The taskforce considered ways to make it easier for children, young people, parents and carers to access help and support when needed and how to improve the way children and young people's mental health services are organised, commissioned and provided. The taskforce made a series of recommendations for transformation, clustered around five key themes:
 - promoting resilience, prevention and early intervention: acting early to prevent harm, investing in early years and building resilience through to adulthood
 - improving access to effective support – a system without tiers: changing the way services are delivered to be built around the needs of children, young people and families
 - care for the most vulnerable: developing a flexible, integrated system without barriers
 - accountability and transparency: developing clear commissioning arrangements across partners with identified leads
 - developing the workforce: ensuring everyone who works with children, young people and their families is excellent in their practice and is delivering evidence based care.
3. In August 2015, the Government announced that all Health and Wellbeing Board areas were required to develop a local transformation plan to describe how the recommendations of Future in Mind will be implemented.
4. A key objective in Nottinghamshire's local transformation plan is to bring education and local children and young people's mental health services together around the needs of the individual child.

5. The number of mental health admissions can be a real challenge for children's wards. Therefore it was agreed within the plan to fund youth work delivery to work with and support young people who have been admitted onto the Children's Ward at King's Mill Hospital. The primary role for youth workers would be to act as an advocate and provide additional support for young people through youth work activities and early help. Youth work intervention would focus on building emotional wellbeing and resilience.
6. Costs to cover delivery of the programme will be £22,000, funded through Public Health. This will be a pilot programme with an option to extend the programme following review.
7. It is proposed to increase the establishment of the Youth Service initially for 12 months as follows:
 - 15 hours per week Youth Worker post (JNC pts 20-23, £15,714 including on-costs)
 - 9 hours per week Youth Support Worker post (JNC pts 5-9, £6,286 including on-costs)

Other Options Considered

8. The increase in the establishment of these posts is in accordance with the local transformation plan.

Reason/s for Recommendation/s

9. These recommendations support the business case agreed by the Health and Wellbeing Board in December 2015 to pilot mental health youth worker roles in paediatric wards to provide mental health and emotional wellbeing support.

Statutory and Policy Implications

10. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

11. The changes to the Youth Service structure will be met within the budget allocated through Public Health funding.

Human Resources Implications

12. These posts will initially be ring-fenced within the service to retain skills and preserve employment.

RECOMMENDATION/S

- 1) That the temporary increase in the establishment of the Youth Service, as detailed in **paragraph 7**, in order to deliver youth work at Sherwood Forest Hospitals which will be funded by Public Health, be approved.

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Service Director, Youth, Families and Culture

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Constitutional Comments (SMG 28/10/16)

13. The proposals outlined in this report fall within the remit of this Committee. The Committee has responsibility for approval of departmental staffing structures as required.
14. The Employment Procedure Rules provide that the report to Committee include the required advice and HR comments and that the recognised trade unions be consulted on all proposed changes to staffing structures (and any views given should be fully considered prior to a decision being made).

Financial Comments (TMR 27/10/16)

15. The financial implications are set out in paragraph 11.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Children and Young People's Mental Health and Wellbeing Transformation Plan - report to Health and Wellbeing Board on 2 December 2015

Job description for Youth Worker and Youth Support Worker roles

Electoral Division(s) and Member(s) Affected

All.

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