



**4 March 2019**

**Agenda Item: 10**

**REPORT OF THE DIRECTOR OF PUBLIC HEALTH AND THE INTERIM  
SERVICE DIRECTOR, MID-NOTTINGHAMSHIRE**

**ADULT SOCIAL CARE AND PUBLIC HEALTH – CHANGES TO THE  
STAFFING ESTABLISHMENT**

**Purpose of the Report**

1. The report seeks approval for changes required to the staffing establishment in Adult Social Care and Public Health to meet the statutory and operational requirements of the department.

**Information**

**Temporary Public Health and Commissioning Manager post**

2. Adult Social Care and Public Health Committee in December 2018 approved the spend of the public health reserves on a number of projects; one of these programmes was the implementation of Routine Enquiry about Adversity in Childhood (REACH) and its associated independent academic evaluation.
3. Implementing REACH addresses recommendations regarding Adverse Childhood Experiences (ACEs) in both the 2017 [Director of Public Health's Annual Report "Investing in the Future: Making a Healthy Start"](#) and the newly published 2018 [Director of Public Health's Annual Report "Violence Prevention: A public health approach"](#).
4. REACH is a licenced evidence-based programme developed by Warren Larkin Associates that will support children, young people, their families and targeted groups of vulnerable adults to address childhood adversity and the impact it has had on their life. It is a population prevention approach for all children and young people – a systematic service-based approach, to build confidence and resilience.
5. Adverse Childhood Experiences (ACE) are highly stressful, and potentially traumatic events or situations that occur during childhood (defined as 0 – 18 years). The most well-known and commonly cited and researched ACEs are:
  - Active abuse: verbal, physical and sexual abuse
  - Passive abuse: physical and psychological neglect

- Absent parents who are not emotionally available: parental death, divorce, substance misuse (including alcohol), mental health, attempted suicide and imprisonment.
6. Nottinghamshire County Council will introduce a programme which address ACEs through a trauma informed way. REACH is the only licenced programme which supports to address ACEs in an evidenced based approach. A project manager is required to work along-side Warren Larkin Associates to support the roll out and delivery of the programme across Nottinghamshire County Council services and commissioned Public Health Services.
  7. Following approval from Adult Social Care and Public Health Committee to procure REACH and the independent evaluation, the following post in the public health division will need to be recruited to project manage the programme:
    - 0.4 FTE Public Health and Commissioning Manager (Band D), a fixed-term post offered as a secondment from April 2019 until March 2020.
  8. The proposed post will be fully funded by the approved allocation for REACH from the public health grant reserves. Given the one-year term of the funding required for the post, appointing on a secondment basis internally within Nottinghamshire County Council will ensure there is no additional cost risk associated with employment rights.

#### **Temporary Team Manager, Countywide Adult Mental Health Practitioners Team**

9. This report also seeks approval to convert the current 0.5 FTE temporary Team Manager vacancy in the countywide Adult Mental Health Practitioners (AMHP) Team in Adult Social Care and Health into a full time temporary Team Manager (Band D) post until March 2020. This temporary change to the staffing establishment is required to meet the statutory and operational requirements of the Council.
10. The permanent establishment of the AMHP Team is 1 FTE Team Manager and 10 FTE Adult Mental Health Practitioners. Additional temporary funding has previously been approved to fund 2 FTE additional AMHPs and a 0.5 FTE Team Manager post until March 2020. The post-holders of the 0.5 FTE temporary Team Manager and 0.5 FTE AMHP posts have left the Team and this has created the opportunity to review these posts. The Committee is asked to approve the temporary establishment of an additional 0.5 FTE Team Manager post (Band D, £28,484 p.a) until March 2020 to work within the AMHP Team.
11. The post can be funded by the two currently vacant posts, except for £1,932 which will be funded by a current underspend in the staffing budget because of a small number of AMHP hours which are currently vacant.
12. The Team Managers are also authorised AMHPs and can undertake statutory assessments although not at the level undertaken by a full-time AMHP. This means that there may be a slight increase in AMHP workloads. However, making the current part-time Team Manager post into a full-time post would relieve some of the operational pressure on the permanent Team Manager.
13. Increased management capacity is required in anticipation of an expansion in workload given the NHS Long Term Plan, which includes a commitment of £2.3 billion a year towards mental health services. Mental health spending is expected to grow faster than in other areas of NHS spend, closing a gap and redressing the balance to meet growing needs. The intention is to put mental health services on an equal footing with physical health. The department will

need additional capacity to support the development of local mental health services in line with the aims of the NHS plan.

14. It is therefore requested that the team structure is increased to 2 FTE Team Managers by the establishment of a 0.5 FTE Team Manager post. This change in management would be until March 2020 and would be funded from the current staffing budget.

#### **Advanced Social Work Practitioner post in the Younger Adults Project Team – 1 year fixed term contract**

15. The report also seeks approval to establish an Advanced Social Work Practitioner (Band C) post in the Younger Adults Project Team for a fixed term of 1 year.
16. The Younger Adults Project Team (YAPT) is an operational team responsible for implementing Nottinghamshire County Council's response to the Transforming Care Agenda.
17. The Transforming Care Partnership (TCP) made up of City and County Council and all Nottinghamshire Clinical Commissioning Groups (CCGs), has identified the need for an Advanced Social Work Practitioner post and was successful in bidding for NHS England funding for this post for a fixed term of one year. This post would focus on supporting people who have been discharged from hospital and are living in the community.
18. This post would not require any funding from Nottinghamshire County Council but needs Committee approval so that it can be included in the staffing establishment of YAPT.
19. There are currently ongoing challenges with sustaining community placements for people with highly complex needs and challenging behaviours. The post holder will be required to take a whole systems approach to this challenge, working closely with all partners to ensure services are responsive and robust. Should the post prove successful then consideration will be given by the TCP for funding on a longer-term basis from infrastructure monies released from reduction in NHSE secure hospital beds.
20. The money for this post is already identified by the TCP and is available as soon as required.

#### **Other Options Considered**

21. Consideration was given to Warren Larkin Associated recruiting the temporary Public Health post, but this was discounted on the basis that the post holder require access to internal team managers to liaise with regarding training, access to book training venues and support from the Public Health Division for delivery of this programme.
22. The current establishment of the countywide AMHP team could have remained the same. However, a requirement for additional capacity at a managerial level to allow the Council to contribute and respond to the strategic developments signalled in the NHS Long Term Plan was felt to be necessary.
23. The TCP considered using the money available for various posts. However, it was felt that the Advanced Social Work Practitioner post in Nottinghamshire County Council's Younger Adults Project Team would be the most effective use of resources.

## **Reason for Recommendation**

24. The Council's Constitution require all posts on the establishment to be approved by the appropriate Committee.

## **Statutory and Policy Implications**

25. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution, the public sector equality duty, safeguarding of children and vulnerable adults, 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**

26. A job description for the post of Public Health and Commissioning Manager has been evaluated as Band D. The costs associated with establishing this post at the top of the scale will be £58,729 per annum with on-costs therefore for a 0.4 FTE for 12 months would be £23,492. There is no additional Council resource required to meet the costs of the post as the post would be fully funded through the public health reserves.
27. The increase in Team Manager capacity in the countywide AMHP team from 1.5 FTE post to 2 FTE posts until March 2020 will be funded by current capacity within the team's staffing budget.
28. There are no financial implications for Nottinghamshire County Council for the ASWP (Band C) post in the Younger Adults Project Team as the funding for this has been identified by the Transforming Care Partnership and will be transferred.

## **Human Resources Implications**

29. The human resources implications are outlined in **paragraphs 7 and 10**.

## **RECOMMENDATION**

That the Committee approves:

- 1) the establishment of a temporary one year fixed-term (April 2019 – March 2020) Public Health and Commissioning Manager (Band D) post to project manage the implementation and roll out of the REACH programme
- 2) the temporary establishment of an additional 0.5 FTE Team Manager (Band D) post in the countywide Adult Mental Health Practitioners Team until March 2020.
- 3) the establishment of a temporary one year fixed-term Advanced Social Work Practitioner (Band C) post in the Younger Adults Project Team to address current challenges with sustaining community placements for this cohort.

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### **Constitutional Comments (LW 12/02/19)**

30. Adult Social Care and Public Health Committee is the appropriate body to consider the content of the report.

### **Financial Comments (DG 20/02/19)**

31. The financial implications are contained within paragraphs 26 - 28 of this report. To fund the 0.5 FTE additional Team Manager post in paragraph 27, this will require the disestablishment of a 0.5 FTE Adult Mental Health Practitioner post which is funded temporarily by the IBCF and the balance funded from the team budget.

### **Human Resources Comments (SJJ 12/02/19)**

32. The HR implications are identified in the body of the report in that the temporary posts will be appointed to on a fixed term contract. Trade Union colleagues have received a copy of the report for comments.

### **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.

[Report of the Director of Public Health: Use of Public Health General Reserves](#) - report to Adult Social Care and Public Health Committee on 10 December 2018

[Director of Public Health's Annual Report "Investing in the Future: Making a Healthy Start"](#)  
Nottinghamshire County Council - Director of Public Health's Annual Report 2017

[Director of Public Health's Annual Report "Violence Prevention: A public health approach"](#).  
Nottinghamshire County Council - Director of Public Health's Annual Report 2018

### **Electoral Divisions and Members Affected**

All.

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