

## **DUNDEE CITY COUNCIL**

**REPORT TO:** Social Work Committee – 20 June 2005  
Personnel Committee – 20 June 2005

**REPORT ON:** Social Work Department – Community Mental Health Team –  
Establishment of Additional Social Care Officer Posts

**REPORT BY:** Director of Social Work and Assistant Chief Executive (Management)

**REPORT NO:** 338-2005

### **1.0 PURPOSE OF THE REPORT**

1.1 This report proposes increasing Social Care Officer provision within Community Mental Health Teams to enhance the Social Work Department's ability to respond to statutory obligations contained within the forthcoming Mental Health (Care and Treatment) (Scotland) Act 2003.

### **2.0 RECOMMENDATIONS**

It is recommended that the Social Work Committee :

2.1 approves the proposed service provision arrangements to implement the new Act.

It is recommended that the Personnel Committee :

2.2 approves the establishment of 3 posts of Social Care Officer graded SCP16-23 (£15,405 - £18,381)

### **3.0 FINANCIAL IMPLICATIONS**

3.1 The costs of this proposal will be £35,500 in 2005/06 and £63,939 in a full financial year inclusive of employer's costs. This will be met from the Social Work Department revenue budget which includes resources of £320,000 to enable the local authority to meet its new duties under the Mental Health (Care and Treatment) (Scotland) Act 2003.

### **4.0 SUSTAINABILITY IMPLICATIONS**

4.1 The introduction of these posts will improve equality of access to services and is consistent with forthcoming legislation and existing policy objectives aimed at integrated and tiered service delivery

### **5.0 EQUAL OPPORTUNITIES IMPLICATIONS**

5.1 The introduction of 3 additional posts to the Community Mental Health Teams will enhance Social Care Officer support to vulnerable service users and their carers. The forthcoming Mental Health (Care and Treatment)(Scotland) Act 2003 determines the statutory parameters and principles within which Social Work Community Mental Health professionals will work. This demands that anyone discharging a function in accordance with the Act must do so in a manner which respects diversity and encourages equal opportunities.

## 6.0 MAIN TEXT

- 6.1 Individuals with Mental Health problems often have complex needs that require services from a range of organisations. The integration of Social Work and Health services within Community Mental Health Teams aims to increase the quality and efficiency of care.
- 6.2 Both recent, (Adults with Incapacity (Scotland) Act 2000) and forthcoming legislation (Mental Health (Care and Treatment) Scotland Act 2003) expand the role of Mental Health Officer (MHOs) significantly, reflecting a clear acknowledgement on the part of the Scottish Executive of the importance of the MHO's contribution as central to the decisions which are taken regarding the care and treatment of people with mental disorder.
- 6.3 The forthcoming Act helps achieve the objective of effective care and treatment for the benefit of people with mental disorder by ensuring that emergency, short-term and longer-term periods of detention in hospital may only take place where strict criteria have been met and where clearly defined procedures have been followed.
- 6.4 In particular the new Act is predicated on a number of principles that clearly articulate the essence of the legislation in regard to its intended recipients. The '**Least restrictive alternative principle**', for example, states service users should be provided with any necessary care, treatment and support in the least invasive manner and environment compatible with the delivery of safe and effective care. The '**Reciprocity Principle**' demands that where limits are placed on an individual (detention and/or compulsory treatment) then there is an obligation on those doing so to provide safe and appropriate services for that individual including ongoing care following discharge from compulsion. This can relate to where the person is detained, what services are offered in hospital or the facilities available to the person in their local community.
- 6.5 To deliver appropriately enhanced packages of care in accordance with the 'least restrictive principle' and the 'Reciprocity Principle', 3 posts of Social Care Officer is recommended to provide the necessary community based resource. Allocated tasks will include a supportive independent living role that can often be of indefinite duration. Increased availability of Social Care Officers will enhance community based packages of care required by both Care Managers and Mental Health Officers in terms of their care planning arrangements, particularly for individuals subject to the new Community Treatment Orders.

## 7.0 CONSULTATION

- 7.1 The Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services) and the relevant trade unions have been consulted in the preparation of this report.

## 8.0 BACKGROUND PAPERS

- 8.1 None.

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Director of Social Work

10 June 2005

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Assistant Chief Executive (Management)

10 June 2005