What Targets Have Been Set for the Implementation of the Framework?

NHS Lanarkshire produced the CAMH Service Strategy following the publication of the Scottish Needs Assessment Programme report on Child and Adolescent Mental Health in 2003 and the subsequent development of two further policy and strategic documents, namely:

- The Mental Health of Children and Young People – A Framework for Promotion, Prevention and Care (Scottish Executive 2005)
- Getting the right Workforce, Getting the Workforce Right – A Strategic Review of Child and Adolescent Mental Health Workforce (Scottish Executive 2005).

A copy of the strategy including phased implementation plan is attached for information.

The Strategy has been used as the framework against which service re-design and service development actions have been taken. This has resulted in more than £650k being invested in community service provision and an additional £200k per annum to support the increased number of specialist beds in the Regional Unit at Skye House in Glasgow. The National Framework document (2005) clearly indicated that it would take ten years to achieve the required expansion in capacity.

Whilst NHS Lanarkshire has not set timetabled deadlines for full implementation of the Framework recent investment, taken together with planned additional expenditure for 2009/10, ensures that our rate of expansion is ahead of the ten year period.

Whether there are any risks associated with those targets, either in relation to hindering achievement of the target or in terms of potential consequences for the organisation?

Clearly any service that requires the workforce to be doubled in size at a cost of around £22m nationally will face a number of challenges (Getting the Right Workforce, Getting the Workforce Right – A Strategic Review of Child and Adolescent Mental Health Workforce (Scottish Executive 2005). These include speed of access to the full spectrum of services from prevention through to treatment and care. Whilst this phased development is ongoing there is also a potential risk that NHS Boards are not able to deliver on the legislative requirements for age specific care in accordance with Mental Health (Care and Treatment) (Scotland) Act 2003.

Significant efforts are being made locally to ensure the most effective use is made of existing resources to address these issues and a number of service redesign projects have been completed or are under way to further support this.
There is also full co-operation with Regional Planning partners to ensure there is optimal use of specialist in-patient facilities. Where demand for access outstrips ability to meet this need, Clinical Protocols are in place between CAMHS, Adult Psychiatric Services and Paediatrics to ensure safe and effective alternatives are in place. In summary where risks have been identified all reasonable actions that can be taken to mitigate these are in place.

To what extent has staffing need been estimated in relation to delivering the plan and what the outcome was of any such assessment?

A full and comprehensive assessment of workforce requirements has been undertaken. This includes using the benchmarking information within the National Workforce Report and comparing staffing profiles with neighbouring Health Boards. This assessment has been included in our CAMHS Strategy and the implementation plan has been prioritised recognising that the workforce gap will be closed on a phased basis.