

## OFFICER DECISION RECORD 1 FORM

This form should be used to record Officer Decisions in Excess of £100k (but below the key decision threshold), or where required by Financial, Contract or other Procedure Rules or following formal delegation from Cabinet or a Cabinet Member or a Council Committee.

**Decision Reference No:** 2022/23/PH/BCFMHPost

**BOX 1**

**DIRECTORATE:** Public Health

**DATE:** 14/06/2022

**Contact Name:** Michael McBurney

**Tel. No:** 01302 736830

**Subject Matter:** The allocation of £161,108 from the Better Care Fund to fund 2 Mental Health Practitioner posts to support St Leger Homes Doncaster with tenants experiencing poor mental health. The funded roles would work within the tenancy support team and enable access to timely, specialist mental health support.

**BOX 2****DECISION TAKEN**

To award the below project with the following grant funds:

- Approval is sought to fund 2 mental health practitioners to support housing and mental health support £80,554 per year for 2 years (£161,108) in total.
- To fund the proposed project from the Better Care Fund earmarked reserve

**BOX 3****REASON FOR THE DECISION**

There are complex relationships between housing and mental health with the links between the two well-documented. Research has identified that approximately 1/3<sup>rd</sup> of social housing tenants have a mental health problem and 'Mind' also claim that one in three social housing tenants are unhappy with the place they live, exacerbating their mental health difficulties. Compared with the general population, people with mental health conditions are one and a half times more likely to live in rented housing, with greater uncertainty about how long they can remain in their current home.

Mental ill health is frequently cited as a reason for tenancy breakdown and housing problems are often given as a reason for a person being admitted, or readmitted, to inpatient care. During recent Doncaster locality workshops, mental health has been highlighted as a priority area within each locality.

According to the latest data, over 12,600 St Leger Homes tenants completed a Customer Profiling Questionnaire (CPQ). Of these, over 1,880 (14%) of tenants indicated that they suffered from mental health issues. Extrapolating this across all tenancies, this could mean at least 3,000 tenants with poor mental health. For Doncaster borough, this would equate to almost 55,000 people living in the borough having experienced some form of mental health condition.

#### **BOX 4**

##### **ALTERNATIVE OPTIONS CONSIDERED AND REJECTED**

In accordance with S75 agreement Doncaster Council has established a grant funding scheme to support Better Care Fund projects. Not to approve the application in accordance with the requirements of the Better Care Fund scheme would reduce the level of support that can be provided.

Project approval would mean fewer mental health crisis interventions; fast tracking to specialist services; more holistic, integrated care and support and better access to information, health records and fewer people with mental health issues being evicted or becoming homeless.

#### **BOX 5**

##### **LEGAL IMPLICATIONS**

S112 of the Local Government Act 1972 allows a local authority to appoint such officers as are necessary for the proper discharge of its functions, on such reasonable terms and conditions as it thinks fit. Salary grade should be determined by job evaluation.

It is advisable to set up a temporary contract for a fixed term. In order for liability in relation to unfair dismissal, to be limited there must be a legitimate reason for a fixed term contract and the employee must be made aware of this reason and of the anticipated length of the contract at the commencement of the contract. After the 4th year of renewal the employee may be entitled to the position on a permanent basis.

If the length of the contract exceeds 1 year upon termination the employee may be entitled to be placed on the redeployment register and after 2 years may be entitled to a redundancy payment.

The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 confirm that employees should not be treated less favourably on the ground they are fixed term unless this is objectively justified. Less favourable treatment means, but is not limited to pay and terms and conditions.

It is important that sight is not lost of the Council's recruitment, retention, and vacancy management policies, which should be followed.

**Name: Chloe Davies    Signature:**  **Date: 21/6/22**

**Signature of Assistant Director of Legal and Democratic Services (or representative)**

**BOX 6**

**FINANCIAL IMPLICATIONS:**

A business case to fund the two Mental Health Practitioners based in St Leger Homes was presented and approved at the Joint Commissioning Operational Group (JCOG) meeting on 24<sup>th</sup> January 2022 and subsequently approved virtually by Joint Commissioning Management Board (JCMB). The £168,203 allocated is to cover the period April 2022 – March 2024 and will be funded from the Better Care Fund earmarked reserve.

On approval of this decision the Better Care Fund plan will be updated and shared with JCOG and JCMB.

It is not expected to fund this service over and above the approved allocation from this earmarked reserve, therefore the service will need to have secured an alternative funding source in order for it to continue beyond April 2024.

**Name: Helen Rowlands**

**Signature:**

**Date: 23/06/22**

**Signature of Chief Financial Officer and Assistant Director of Finance (or representative)**

**BOX 7**

**OTHER RELEVANT IMPLICATIONS – Procurement**

There are no procurement implications.

**Name: Shaun Ferron**    **Signature:** \_\_\_\_\_    **Date: 27/06/22**

Signature of Assistant Director (or representative)

**ANY IMPLICATIONS SENT TO DEPARTMENTS SHOULD GENERALLY BE SUBMITTED AT LEAST 5 WORKING DAYS IN ADVANCE TO ENSURE THESE CAN BE GIVEN THE RELEVANT CONSIDERATION.**

**BOX 8**

**EQUALITY IMPLICATIONS:** (To be completed by the author).

The project is open to SLHD tenants only. The project will support people to enable access to timely, specialist health support.

**BOX 9**

**RISK IMPLICATIONS:** (To be completed by the author)

Risks are acknowledged in being able to recruit suitable candidates for a fixed term/secondment arrangement.

**BOX 10**

**CONSULTATION**

Prior to formal approval of applications at Joint Commissioning Management Board there is an assessment process undertaken by the Joint Commissioning Operational Group, ratified by the chair and associate membership.

**BOX 11  
INFORMATION NOT FOR PUBLICATION**

It is in the public's interest to be aware of this decision record under the Freedom of Information Act 2000, therefore this decision will be published in full, redacting signatures only.

**Name:** Claire Hewitt                      **Signature** \_\_\_\_\_                      **Date:** 17/06/2022

Signature of FOI Lead Officer for service area where ODR originates

**BOX 12  
BACKGROUND PAPERS**

Please confirm if any Background Papers are included with this ODR **NO**

(If YES please list and submit these with this form)

**BOX 13  
AUTHORISATION**

**Name:** \_\_Dr Rupert Suckling\_\_ **Signature :**    **Date:** 28/06/2022

Director of Public Health

**Does this decision require authorisation by the Chief Financial Officer or other Officer**

**No/**

**If yes please authorise below:**

**Name:**                                      **Signature:**                                      **Date:**

**Consultation with Relevant Member(s)**

**Name:**                                      **Signature:**                                      **Date:**

**Declaration of Interest**

**If YES please give details below**

**PLEASE NOTE THIS FORM WILL BE PUBLISHED ON THE COUNCIL'S WEBSITE IN FULL UNLESS IT CONTAINS EXEMPT OR CONFIDENTIAL INFORMATION.**

Once completed a PDF copy of this form and any relevant background papers should be forwarded to Governance Services at [Democratic.Services@doncaster.gov.uk](mailto:Democratic.Services@doncaster.gov.uk) who will arrange publication. It is the responsibility of the decision taker to clearly identify any information that is confidential or exempt and should be redacted before publication.