



**Item No: 10**

**Meeting Date: Wednesday 1<sup>st</sup> December 2021**

## **Glasgow City Integration Joint Board**

**Report By:** Jacqueline Kerr Assistant Chief Officer, Adult Services & North West Operations / Interim CSWO

**Contact:** Vince McGarry / David Harley

**Phone:** 0141 314 6250

### **Mental Health Recovery and Renewal Fund – Phase Two – Psychological Therapies**

**Purpose of Report:**

The purpose of the report is to update the IJB on phase two of the Scottish Government Mental Health Recovery and Renewal Fund which focuses on Psychological Therapies Improvement. The report seeks agreement to the proposed use of phase two funding.

**Background/Engagement:**

The proposals have been considered by the Mental Health Programme Board; Board wide Mental Health Heads of Service group; HSCP Chief Officers meeting; NHSGGC CMT.

**Recommendations:**

The Integration Joint Board is asked to:

- a) Approve the planned use of phase two of the mental health recovery and renewal fund.

**Relevance to Integration Joint Board Strategic Plan:**

Investment under the Mental Health Strategy is relevant to all of the IJB's key priorities expressed in the Strategic Plan.

**Implications for Health and Social Care Partnership:**

**Reference to National Health & Wellbeing Outcome:**

The strategy and spending plans are relevant to all nine National Health and Wellbeing Outcomes.

**OFFICIAL**

<b>Personnel:</b>	Staff partners will be involved in shaping these workforce developments
<b>Carers:</b>	None
<b>Provider Organisations:</b>	None
<b>Equalities:</b>	Individual EQIAs will be completed as part of the strategy
<b>Fairer Scotland Compliance:</b>	None
<b>Financial:</b>	The proposals have been developed to fit within the allocation from Scottish Government.
<b>Legal:</b>	None
<b>Economic Impact:</b>	None
<b>Sustainability:</b>	None
<b>Sustainable Procurement and Article 19:</b>	None
<b>Risk Implications:</b>	The currently non-recurring nature of the funding has implications for longer term sustainability. This will be monitored under the mental health strategy.
<b>Implications for Glasgow City Council:</b>	None at this stage
<b>Implications for NHS Greater Glasgow &amp; Clyde:</b>	None at this stage
<b>Direction Required to Council, Health Board or Both</b>	
<b>Direction to:</b>	
1. No Direction Required	<input type="checkbox"/>
2. Glasgow City Council	<input type="checkbox"/>
3. NHS Greater Glasgow & Clyde	<input checked="" type="checkbox"/>
4. Glasgow City Council and NHS Greater Glasgow & Clyde	<input type="checkbox"/>

**OFFICIAL**

## OFFICIAL

### 1. Purpose

- 1.1. The purpose of the report is to update the IJB on phase two of the Scottish Government Mental Health Recovery and Renewal Fund which focuses on Psychological Therapies Improvement. The report seeks agreement to the proposed use of phase two funding for 2021/22.

### 2. Background

- 2.1. The Scottish Government announced the Recovery and Renewal Fund for Mental Health in February 2021. The fund should be used to implement and deliver on the actions laid out in the Mental Health Transition and Recovery Plan.
- 2.2. Subsequently, the Scottish Government wrote to the Chair, Chief Executive, Finance and Mental Health leads on 5th May 2021 to confirm the first tranche of the 2021-22 allocations. Direction included that these should be targeted towards clearance of any backlogs on waiting lists for Psychological Therapies (PT). Proposals for the utilisation of these funds, totalling £1,105,059 (non-recurring) were presented to and approved at the [September IJB](#) meeting.
- 2.3. The Scottish Government sent a subsequent letter on 1st October (Appendix 1). This provides an overview of the phase two allocation from the Mental Health Recovery and Renewal Fund to be made available over the remainder of 2021-22 to help improve access to Psychological Therapies.
- 2.4. The letter of 1st October directs where the next phase of funding should be targeted within Psychological Therapies (separate from CAMHS):
  - Increasing access to Psychological Therapies to ensure there is a continued reduction in Psychological Therapies waiting times.
  - Clinical posts and infrastructure to support the PT workforce.
  - Local improvement planning to reduce waiting times and longest waits.

### 3. Funding

- 3.1. The allocation to NHS Greater Glasgow and Clyde for this purpose is £860,115 (non-recurring). The letter notes Health Boards' concerns around the funding being non-recurring.
- 3.2. Funding has been confirmed until 31<sup>st</sup> March 2022 and future funding will be confirmed as part of the overall budget process. This will, as usual, be subject to final agreement through the annual budget process. Such confirmation will be provided following approval of the annual Scottish Budget by the Scottish Parliament.

OFFICIAL

## OFFICIAL

- 3.3. The plans for phase two of Psychological Therapies funding, as set out below, therefore assume recurring funding will be put in place.

### **4. Expected Outcomes and Timescale, Adult Psychological Therapies**

- 4.1. Appendix 2 provides detail of the proposed spend to deliver against the Psychological Therapy funding. It is recommended that the specific amounts assigned to individual Partnerships are centrally co-ordinated, with investment plans aiming to achieve consistency in the level of service available to patients across the Board. The proposed use and anticipated outcomes of the funding proposals will be as follows.
- 4.2. To increase clinical capacity and support the development of PT skills in the wider mental health workforce. Outcome: more nurses and occupational therapists (OTs) trained to deliver PTs in Board-wide and HSCP mental health services; increased numbers of patients seen by nurses and OTs; increased numbers of staff trained in psychological skills; reduction in numbers waiting beyond the target time and in numbers of people waiting for PTs in services.
- 4.3. To increase training and supervision capacity to be able to support more psychology and CBT trainees and to increase skills development in the wider mental health workforce. Outcome: Increased numbers of psychology and CBT trainees and increased numbers of staff in the wider mental health workforce being trained in psychological skills.
- 4.4. To increase staffing in the Board-wide 'Groups service' to enable it to extend its reach beyond Community Mental Health Teams (CMHTs) to other services (e.g. Addictions (ADRS), Clinical Health, Trauma). Outcome: To provide a wider range of treatment programmes and broaden the service's scope to include more services. Measurement: performance on wait times within the beneficiary services/ teams (i.e. number of teams consistently reporting performance within target); or numbers breaching as a result of access to common PT groups in single team services (e.g. GPTS).
- 4.5. To increase clinical capacity in the Board-wide peripatetic team, to reduce gaps resulting from vacancies. The peripatetic team deploys staff flexibly on a temporary basis to services in all the HSCPs and to Board-wide services with long wait pressures caused by staffing pressures e.g. maternity leave, longer term vacancies. Outcome: To improve staff retention within the peripatetic team; reduce the number of teams breaching the target due to temporary staffing pressures. Measurement: staffing retention in peripatetic team; number of teams breaching the target due to temporary staffing pressures.
- 4.6. To increase senior psychology leadership capacity across the Board and all HSCPs by backfilling existing Leads' clinical sessions to retain clinical capacity. Outcome: Support for strategic planning, service improvements, and workforce development. Measuring progress against: PT Improvement Plan, e.g. improving access, outcomes and expanding the workforce.

## OFFICIAL

## OFFICIAL

### 5. Recommendations

5.1. The Integration Joint Board is asked to:

- a) Approve the planned use of phase two of the mental health recovery and renewal fund.

OFFICIAL

OFFICIAL



**Direction from the Glasgow City Integration Joint Board**

<b>1</b>	<b>Reference number</b>	011221-10
<b>2</b>	<b>Report Title</b>	Mental Health Recovery and Renewal Fund – Phase Two – Psychological Therapies
<b>3</b>	<b>Date direction issued by Integration Joint Board</b>	1 December 2021
<b>4</b>	<b>Date from which direction takes effect</b>	1 December 2021
<b>5</b>	<b>Direction to:</b>	NHS Greater Glasgow and Clyde only
<b>6</b>	<b>Does this direction supersede, revise or revoke a previous direction – if yes, include the reference number(s)</b>	No
<b>7</b>	<b>Functions covered by direction</b>	Psychological Therapies Services
<b>8</b>	<b>Full text of direction</b>	NHS Greater Glasgow and Clyde are directed to implement the proposals identified in the ‘Mental Health Recovery and Renewal Fund – Phase Two – Psychological Therapies’ report in relation to Psychological Therapies Services in Glasgow City Health and Social Care Partnership and the mental health recovery and renewal fund.
<b>9</b>	<b>Budget allocated by Integration Joint Board to carry out direction</b>	The funding allocation for this Direction is £860,000
<b>10</b>	<b>Performance monitoring arrangements</b>	In line with the agreed Performance Management Framework of the Glasgow City Integration Joint Board and the Glasgow City Health and Social Care Partnership.
<b>11</b>	<b>Date direction will be reviewed</b>	1 December 2022

OFFICIAL

OFFICIAL

## APPENDIX 1

Directorate for Mental Health and Social Care

T: 0300 244 4000  
E: MHPerformance&Improvement@gov.scot



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

Directors of Finance, NHS Boards  
Chief Finance Officers, Integration Joint Boards

cc.  
Chief Executives, NHS Boards  
Chief Officers, Integration Joint Boards  
Directors of Psychology  
Mental Health Leads

---

01 October 2021

Dear Colleague,

### **MENTAL HEALTH RECOVERY & RENEWAL FUND – PHASE 2 PSYCHOLOGICAL THERAPIES SERVICES IMPROVEMENT**

I am writing to provide you with an overview of phase 2 allocations from the Scottish Government's Mental Health Recovery & Renewal Fund which will be provided to help improve access to Psychological Therapies. This will be followed up with specific allocation letters.

The Fund supports the delivery of actions set out in the [Mental Health Transition and Recovery Plan](#) to respond to the mental health need arising from the Covid-19 pandemic. It will also benefit the full agenda for mental health and wellbeing in line with the four areas of key need:

- Promote and support the conditions for good mental health and wellbeing at population level
- Providing accessible signposting to help, advice and support
- Providing a rapid and easily accessible response to those in distress
- Ensuring safe, effective treatment and care of people living with mental illness.

We appreciate colleagues' concerns around the issue of non-recurring funding as the £120 million Fund - allocated as a result of Barnett Covid-19 consequential funding – is for 2021-22 only. However, Ministers recognise that if we are to deliver real transformation, a significant amount of this investment will need to be made on a recurring basis. We hope that the commitments to increase direct mental health investment, contained in both the NHS Recovery Plan and this year's Programme for Government, will provide sufficient comfort that recurring funding will be available where it is required and would encourage you to plan on

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)

St Andrew's House, Regent Road, Edinburgh EH1 3DG  
[www.gov.scot](http://www.gov.scot)



INVESTORS  
IN PEOPLE

Accredited  
Until 2020



α

OFFICIAL

## OFFICIAL

that basis, recognising the funding will need to be confirmed at the next Spending Review. We will continue to discuss with our stakeholders the extent of that requirement over the next few months.

An annual letter confirming funding will be provided following approval of the annual Scottish Budget by the Scottish Parliament.

### Phase 1 Board Allocations 2021-22

Following on from the Minister's initial letter in March, in May 2021, you received a letter from Hugh McAloon, Mental Health Deputy Director, setting out details of allocations from the first phase of Recovery & Renewal funding. This included £5 million for PT which was allocated using the National Resource Allocation Committee (NRAC) mechanism.

### Phase 2 Board Allocations 2021-22

I can now confirm that a further **£4 million** for 2021-22 is being allocated for other packages of PT improvement work, as set out below. This is for all Psychological Therapies which are being delivered out with CAMHS. Allocations have been calculated using the National Resource Allocation Committee (NRAC) formula with an additional £130k share for the three Island Boards included as a critical floor. The table below provides a breakdown of this funding, providing the full-year equivalent.

PT Improvement	2021-22 Part-year equivalent (£m)	Full-year equivalent (£m)	Allocated to
Local PT waiting lists	4	8	Territorial Boards (NRAC) + Island critical floor
<b>Total</b>	<b>4</b>	<b>8</b>	

Given that Psychological Therapies cover many areas of clinical care and pathways, and PT services for adults and older people are delegated to Integration Joint Boards (IJB), individual letters setting out Board allocations will also provide indicative IJB allocations.

**This allocation of funding is for increasing access to Psychological Therapies (out with CAMHS) to ensure there is a continued reduction in Psychological Therapies waiting times.** The allocation should be used for clinical posts and infrastructure to support the PT workforce. It should also be linked to local improvement planning to reduce waiting times and longest waits. Posts that are allocated to these monies should therefore be prioritised through local vacancy and recruitment processes to ensure services can meet demand of expected winter pressures.

It should also be noted that additional funding is also being allocated for different key areas of service delivery linked to the Transition and Recovery Plan. It is expected that the wider funding allocated to your Board and IJB for different clinical work streams should also include additional recruitment of practitioner psychologists to supervise and work with professionals trained in psychological therapies. This will further support psychological therapies waiting

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)

St Andrew's House, Regent Road, Edinburgh EH1 3DG  
[www.gov.scot](http://www.gov.scot)





# OFFICIAL

times and increased access to evidence based psychological interventions in all the areas of the Transition and Recovery plan highlighted below:

1. Whole population mental health	10. People who have suffered bereavement & loss
2. Employment ( <i>supports by improving wellbeing</i> )	11. Distress interventions
3. Ensuring equity & equality	12. Suicide prevention
4. Socio-economic inequalities	13. Clinical rehabilitation & recovery from COVID-19
5. Relationships	14. A long-term, trauma-informed approach to recovery
6. Children, young people & families	15. Digital innovations
7. Women & girls' mental health	16. Mental health services
8. People with long-term health conditions & disabilities	17. Forensic mental health services
9. Older people Dementia	18. Mental health law Learning Disability and Autism

## Spend this financial year

This funding is provided for the current financial year, 2021-22. If an underspend arises or is expected to arise in this financial year, this must be notified to Mental Health Division as soon as possible so we can consider whether this should be returned to Scottish Government. The funds should be used entirely for the purpose outlined above and should not be top sliced or used for any other purpose.

## Progress Monitoring and Reporting

Progress will be discussed via Mental Health Division Performance Unit's regular programme of engagement with your Board Professional Lead for Psychology/Director of Psychology and relevant senior managers. This will complement and be co-ordinated as part of wider arrangements which support scrutiny and reporting, including local governance arrangements, workforce planning, Annual Operating Plans, and Board review processes.

Investment should be used to ensure that demand can be met at the earliest possible stage as people are increasingly able to access the right service in the right place at the right time. It is expected that Professional Lead for Psychology/Director of Psychology will have governance and oversight of the allocation of spend to ensure the resource is utilised in the most effective cross systems ways.

## Other PT-related funding in 2021-22

Finally, I would like to make you aware that additional funding is being allocated in 2021-22 to deliver a national Scottish Psychological Early Intervention service. The aim of this service will be to offer integrated short evidence based early interventions through a digital platform and linked to whole population health. It will support access to psychological therapies, digital interventions, and self-help for those who may not require access to specialist services.

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)

St Andrew's House, Regent Road, Edinburgh EH1 3DG  
[www.gov.scot](http://www.gov.scot)



## OFFICIAL

Future funding will also follow and be clearly linked to the development of a new National Psychological Services Specification to ensure comparable, equitable and effective delivery of Psychology Therapies and Services across Scotland.

In order to support the implementation of the work outlined above, a National Implementation Support resource will be established to assist Boards in their work to implement the National Psychological Services Specification: Principles and Standards of Care. This will not be allocated to NHS Boards at this stage.

I hope that this letter has been helpful, and I would be grateful if you could pass this letter on to any relevant interests within your organisations. If you have any questions, please contact Luska Jerdin or Dr Lynne Taylor in the Scottish Government's Mental Health Division [Luska.jerdin@gov.scot](mailto:Luska.jerdin@gov.scot) or [Lynne.Taylor3@gov.scot](mailto:Lynne.Taylor3@gov.scot).

**Gavin Gray**  
Deputy Director, Mental Health & Social Care Directorate, Scottish Government

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)

St Andrew's House, Regent Road, Edinburgh EH1 3DG  
[www.gov.scot](http://www.gov.scot)



OFFICIAL

**NHS BOARD ALLOCATIONS**

**NRAC ALLOCATION OF £4 MILLION SPEND FOR PT WITH ISLAND CRITICAL FLOOR**

<b>NHS Board</b>	<b>Allocation</b>
Ayrshire and Arran	£285,598
Borders	£82,330
Dumfries and Galloway	£115,855
Fife	£263,805
Forth Valley	£210,859
Grampian	£377,077
Greater Glasgow and Clyde	£860,115
Highland	£255,265
Lanarkshire	£474,930
Lothian	£579,723
Orkney	£64,000
Shetland	£64,000
Tayside	£302,443
Western Isles	£64,000

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)

St Andrew's House, Regent Road, Edinburgh EH1 3DG  
[www.gov.scot](http://www.gov.scot)



**OFFICIAL**

**APPENDIX 2**

<b>Outcome</b>	<b>Proposal</b>	<b>Funding required</b>
1. To increase clinical capacity and support the development of PT skills in the wider mental health workforce. Distributed across Board-wide and HSCP Mental Health Services, e.g. Trauma Services, Clinical Health, cCBT service, Addictions, Prison Healthcare, PCMHTs, CMHTs, etc.	9 x Band 7 CBT Therapists (nurses/AHPs/Social workers) with option to recruit interested staff wishing to undertake formal CBT training to diploma level on a preceptorship basis (Band 6 to 7).	£569k Recurring
2. To increase training and supervision capacity to be able to support more psychology and CBT trainees and to increase skills development in the wider mental health workforce.	6 x Band 7 Clinical Associates in Applied Psychology	£379k Recurring
	7 x Band 4 Psychology Assistants	£245k Recurring
3. To increase staffing in the Board-wide Groups Service.	2 x Band 4 Psychology Assistants (Band 4) in PT Groups Service	£70k Recurring
	1 x Band 7 CAAP	£63k Recurring
	1 x Band 4 Administrator	£35k Recurring
4. To increase clinical capacity in the peripatetic team – Board-wide services and all HSCPs.	3 x Band 8a Psychologist	£202k recurring
	1 x Band 7 Psychologist	£63k Recurring
5. To support the development of PT skills in the wider mental health workforce	0.4 Band 6 SPIRIT trainer	£22k Recurring
	0.2 Band 6 BA Trainer	£11k Recurring
	What's the Harm Training course	£10k Non-recurring
	MBT Skills Training course	£10k Non-recurring
6. To increase senior psychology leadership capacity across the Board and all HSCPs.	Backfill for existing local Psychology Leads. Equivalent of 4 clinical sessions.	£42k Recurring
	Total (for full year)	£1,721,000
	<b>3 months (Jan 2021 – Mar 2022)</b>	<b>£430,000</b>