

CTM People and Culture Committee CAMHS Update

13th October 2021

Child and Adolescent Mental Health Services in CTM

Whole of Wales Service

- Forensic Assessment and Consultation Team – commissioned by WHSSC

South Wales Service

- Ty Llidiard Tier 4 In-patient Service – commissioned by WHSSC
- Eating Disorder Outreach Service – WHSSC & WG funding
- Learning Disability Services SB, CTM, C&V – WG funding
- Young People’s Drug and Alcohol Services CTM, C&V – mixed commissioning
- Out of Hours On-call SB, CTM, C&V – Joint Health Board funding

Community Services

- Swansea Bay Primary and Secondary Services – commissioned by SBUHB
- CTM Primary and Secondary Services
- Youth Offending Team input

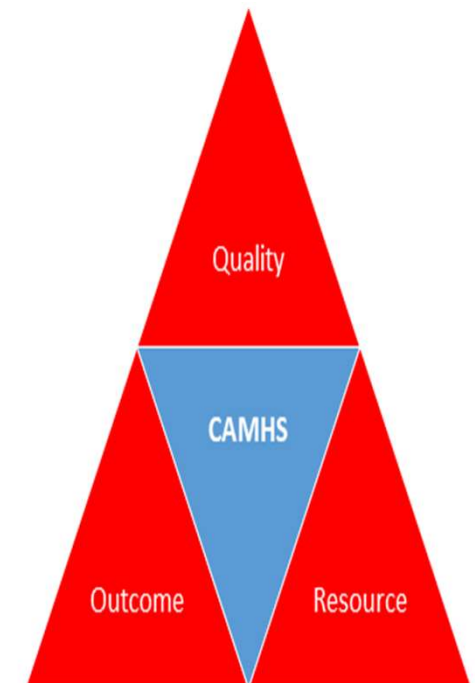
CAMHS Concerns Summer 2020

Resource:

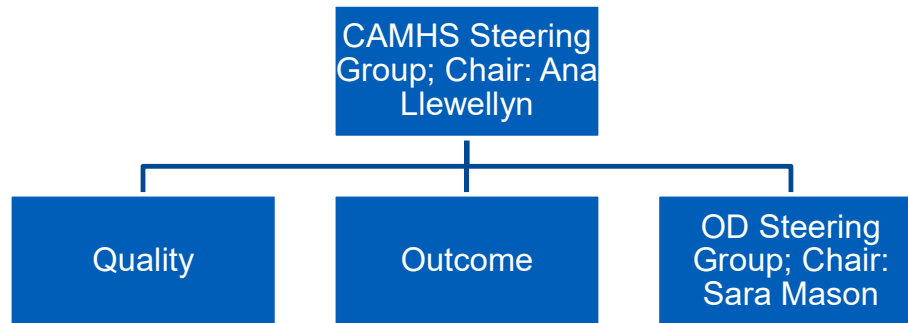
- High turnover and sickness in Swansea community service
- Multiple reports from leavers about cultural issues
- Soft intelligence (staff not wanting to escalate formally): issues of leadership, unexplained reductions in activity and issues of lack of transparency
- Capacity of CYP and CAMHS leadership team

ACTION:

- Bridgend ILG Paper to Management Board with a proposal to place CAMHS in Internal Enhanced Monitoring and Support



What We've Been Doing?



- ✓ Monthly CAMHS Workforce Steering Group chaired by Bridgend ILG Head of Workforce and OD
- ✓ CAMHS OD plan aligned to the values monitored through the Workforce Steering Group
- ✓ Aligning to the Targeted Intervention Maturity Matrix for Leadership and Culture
- ✓ Initial focus of OD work in Swansea Community Service – several rounds of
- ✓ Significant input from CTM OD team and particular thanks to Strategic Lead for Wellbeing
- ✓ Leadership Listening Exercise facilitated by Head of OD
- ✓ Senior Nurse Leadership Development commenced
- ✓ Dignity at Work training commissioned and completed
- ✓ Ty Llidiard de-briefing
- ✓ Whole service bespoke survey
- ✓ Commissioned Raising Concerns Investigation
- ✓ Disaggregated OD plan for Ty Llidiard in response to internal concerns and WHSSC Level 4 Escalation
- ✓ Role-modelling and setting expectations

What's Next?

- ❑ Focus on Ty Llidiard – progressing separate OD plan
- ❑ Additional clinical leadership support specifically for Ty Llidiard
- ❑ Moving from general to targeted wellbeing support offer
- ❑ Focus on amplifying and appreciating good practice & celebrating success
- ❑ Coaching and mentoring offering
- ❑ To develop Medical Leadership programme
- ❑ Values and Behaviours workshops to be progressed in CAMHS
- ❑ Development of substantive CAMHS CSG – key posts being recruited to
- ❑ Welsh Government investment in new services – recruitment underway
- ❑ Further role-modelling: ILG leadership transparent 360 and learning event



Celebrating Excellence

Bridgend ILG Excellence Awards

Each month we recognise staff from our Bridgend locations who live our values and behaviours, going above and beyond in their everyday roles. We focus on a different category each month.

July

Christian Harris - Nursing Assistant Ty Llidiard.

Nominated by his line manager due to the compassionate way he carries out his role.

August

Sarah Mclinden - Specialist Nurse CAMHS

Nominated by her colleague for being an amazing specialist nurse who has worked tirelessly in eating disorders services throughout her 30 year career, working to support & educate patients, their families and colleagues.



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