**Scottish Government Directorate of Mental Health and Social Care.**

**Clinical Project Manager: Agenda for Change Band 8b or Equivalent: Secondment Opportunity.**

**4 March 2020.**

Mental Health is a growing area of importance and has been identified as a key clinical priority for Scotland’s overall recovery process and a priority in the NHS remobilisation process as a result of the Pandemic.

The Scottish Government Mental Health and Social Care Directorate now requires an up to full time Clinical Project Manager (CPM) to lead an important national service development in Child and Adolescent Mental Health Services (CAMHS). The CPM will lead the development of proposals for delivery of community services in 3 care pathways in CAMHS; learning disability (LD), secure and forensic. This is in advance of 2 national inpatient services being developed in LD and Secure CAMHS, recommendations within The CAMHS Service Specification to provide access to these more specialist services , and in response to the recommendations of the [Secure Care Standards](https://www.securecarestandards.com/).

You will lead engagement with clinicians, managers and other stakeholders in each of the pathways with an advisory group structure (supported by Government Policy Officers and Professional Advisors) and develop proposals to provide services to CAMHS in each of the pathways. Due to the low numbers and often higher complexity of cases in each of the pathways most boards are unable to provide the full range of services to their local population, hence a Regional and/or National approach is required.

The proposals will specify the pathways and service standards to be provided within each pathway, and should include workforce and financial requirements and access to services and pathways within the wider standards specified by the CAMHS Service Specification. It will require an experience CAMHS clinical/general manager with experience of leading and developing services and someone who is passionate about improving services, with good communication and leadership skills. It is a unique chance to work at a national level to make a real difference for some of the most vulnerable Children and Young People in Scotland.

This role is initially for 1 year and then subject to review.

**The main objectives are to:**

1. Develop a service model and standards for the CAMHS service specification for each of the 3 pathways: Secure and Prison Care; Forensic; Learning Disabilities.
2. Establish 3 advisory groups to support this work.
3. Include options for delivery (e.g. regional, national, commissioned) and make recommendations about standards, pathways and models of delivery for each of the pathways, including an options appraisal and recommendations of the commissioning arrangements, and projections of funding required (taking into account already existing funding and commissioning arrangements)
4. Work in partnership with NHS Boards, IJBs and Local Authorities, the 3 CAMHS regional planning groups, and NHS National Services Scotland. The work in each pathway will take into account both local circumstances and overall national need and will also work with the clinical lead for the CAMHS Intensive Psychiatric Inpatient Unit (IPCU) Service Development work that is underway.

**The key competencies required are:**

* Clinical/Managerial Leadership experience, ideally in CAMHS
* Project Management experience
* Analytical and writing skills
* Self-awareness
* Communicating and engagement

**Essential Criteria:**

* Experience of working in and leading Children and Young People’s services (ideally CAMHS and/or Children’s Health Services)
* Experience, knowledge and skills of Programme and Project Management
* Experience designing and delivering health service developments
* Good communication skills; ability to communicate with and lead engagement with a wider range of stakeholders
* Experience of working on national or regional service developments.

**Information about the Branch/Unit/Team**

This role will be line managed by Ruth Christie, Unit Head, Children and Young People and Relationships Unit and supported by Professional Advisers. The Children, Young People and Relationships Unit is based in the Mental Health Division in the Mental Health and Social Care Directorate of Scottish Government. The Unit is responsible for children and young people’s mental health policy improvement, delivery of community mental health and wellbeing services and perinatal and infant mental health.

The Unit also works closely with the Mental Health Service Delivery Unit, who focus on access to services as well as service remobilisation and renewal, and the post-holder will need to work across both units.

**Development Opportunities**

This is an up to full time opportunity with an initial 1 year commitment and the arrangements normally applied would be a Service Level Agreement with your employer to cover the stipulated period. Please seek approval from your employer prior to expressing interest.

Flexible working arrangements would apply and the post-holder would initially be based and working at home, subject to Scottish Government guidance on working arrangements during the Covid-19 Pandemic.

Please send your Curriculum Vitae and a 500 word statement describing:

* Your assessment of the priorities in the first 6 months in the post;
* What and why your skills, knowledge and experience equip you for the role;
* What challenges you would need to overcome to be successful;
* What support you’d require to help you deliver the role.

**Please send your CV, expression of interest statement and a cover letter with contact details by midnight on Friday 26 March 2021 to: Ruth Christie** [**ruth.christie@gov.scot**](mailto:ruth.christie@gov.scot)**.**

For more information about the post, please contact Stephen McLeod [Stephen.mcleod@gov.scot](mailto:Stephen.mcleod@gov.scot) or Ruth Christie [ruth.christie@gov.scot](mailto:ruth.christie@gov.scot)

**Appendix 1**

**CAMHS National Service Specification**

**Development of Proposals for delivery of 3 community based elements of the CAMHS National Service Specification (i) Learning Disability CAMHS (ii) Forensic CAMHS and (iii) CAMHS for young people in prison and secure care.**

Background

1. The National CAMHS Service Specification was published in February 2020. This sets the Scottish Government minimum service standards for CAMHS in Scotland. NHS Boards are required to set out their plans to meet the CAMHS standards within remobilisation plans and Boards will be supported to develop and deliver these plans.
2. Some elements of the National CAMHS SS will require boards to work together to deliver services to children and young people who require additional specialist interventions.
3. This project (?) will develop proposals for a National/Regional delivery of 3 elements of the CAMHS SS i.e. Children and young people who have mental health problems and (i) Learning Disabilities (ii) Forensic risks and needs profile and (iii) Young people who are in secure care or prison.
4. Work is currently underway to establish a National Secure Adolescent Inpatient Service (NSAIS) in Ayrshire and a National Child and Adolescent Learning Disability Service (NCALDS) in Glasgow (Child) and Lothian (Adolescent).
5. The National Secure Care standards have been published, and the Government has agreed to implement these standards; The Secure Care Review group recommended the adoption of the Intercollegiate Guidance on the Health of Young people in Secure care and the government supports the delivery of these standards.
6. In order for the national units to function effectively, to maintain appropriate referrals, to ensure effective community outreach and to develop additional expertise in community multi-disciplinary teams, it will be necessary to establish community infrastructure and pathways for children and young people in need of this specialist support, alongside development of the national inpatient units.
7. The Review of Health Services for young people in HMP Polmont made recommendations in 2019 which highlighted the needs in the population as well as the gap in providing mental health services for young people in HMP Polmont; including the difficulties that smaller health boards have in delivering specialist forensic services.
8. The the Scottish Government has provided funding for a number of years for the delivery of the Inventions for Vulnerable Youth Service (IVY). The Government has accepted recommendations to develop longer term sustainable CAMHS for young people in secure care to improve access to mental health treatment and care for the most vulnerable young people and to contribute to throughcare plans, linking young people with community mental health services and delivering the standards of the Transitional Care Plans.

Proposal

1. There is a need to take action to develop improved community and regional infrastructure for all 3 of these specialist areas of the CAMHS SS.
2. Although some work is underway in certain boards and regions to develop forensic and learning disability CAMHS services, in many areas there is no specialist provision, especially in smaller boards who may see very few young people in need of these services. There is a need to consider this work on a greater than board level level in order to support smaller boards to develop and maintain specialist expertise in a sustainable way.
3. As there are a number of adjacencies and dependencies between these three work streams (Secure, Learning Disability and Forensic (including those at risk of offending and/or of entering secure care) strengthening the case for the work to be coordinated and led together: we propose that it would be helpful to consider community infrastructure development of all three areas simultaneously:
   * Significant overlap of the forensic and learning disability needs of young people in CAMHS.
   * Significant overlap in the needs profile of young people in or on the edges of secure care, prison and the low/medium secure inpatient unit.
   * Most boards will require a regional/national delivery arrangement due to high cost/risk and low volume of cases.
   * Significant overlap and adjacency between the National Learning Disability Inpatient Unitsand National Secure Inpatient Unit.

Resources and Funding

1. In order to develop these specialist community services, and to establish pathways in and out of the national specialist inpatient units and secure care and prison, the Project Lead will develop a service model and standards for the CAMHS service specification for each of the 3 pathways: Secure and Prison Care; Forensic; Learning Disabilities. The project lead will receive policy and administration support from the Mental Health Division, and advice from 3 advisory groups. The Project Lead will develop options and make recommendations about standards, pathways and models of delivery for each of the pathways. This work will be completed by March 2022. This will include an options appraisal and recommendations of the commissioning arrangements, and projections of funding required (taking into account already existing funding and commissioning arrangements)
2. The project will be carried out in partnership with NHS Boards, IJBs and Local Authorities, the 3 CAMHS regional planning groups, and National Services Division. The work in each pathway will take into account both local circumstances and overall national need and will also work with the clinical lead for the CAMHS Intensive Psychiatric Inpatient Unit (IPCU) Service Development work that is underway.
3. Scottish Government will consider the options and recommendations with our strategic partners and make the necessary arrangements including addressing funding and policy requirements.