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**SASW MENTAL HEALTH OFFICER
CONFERENCE
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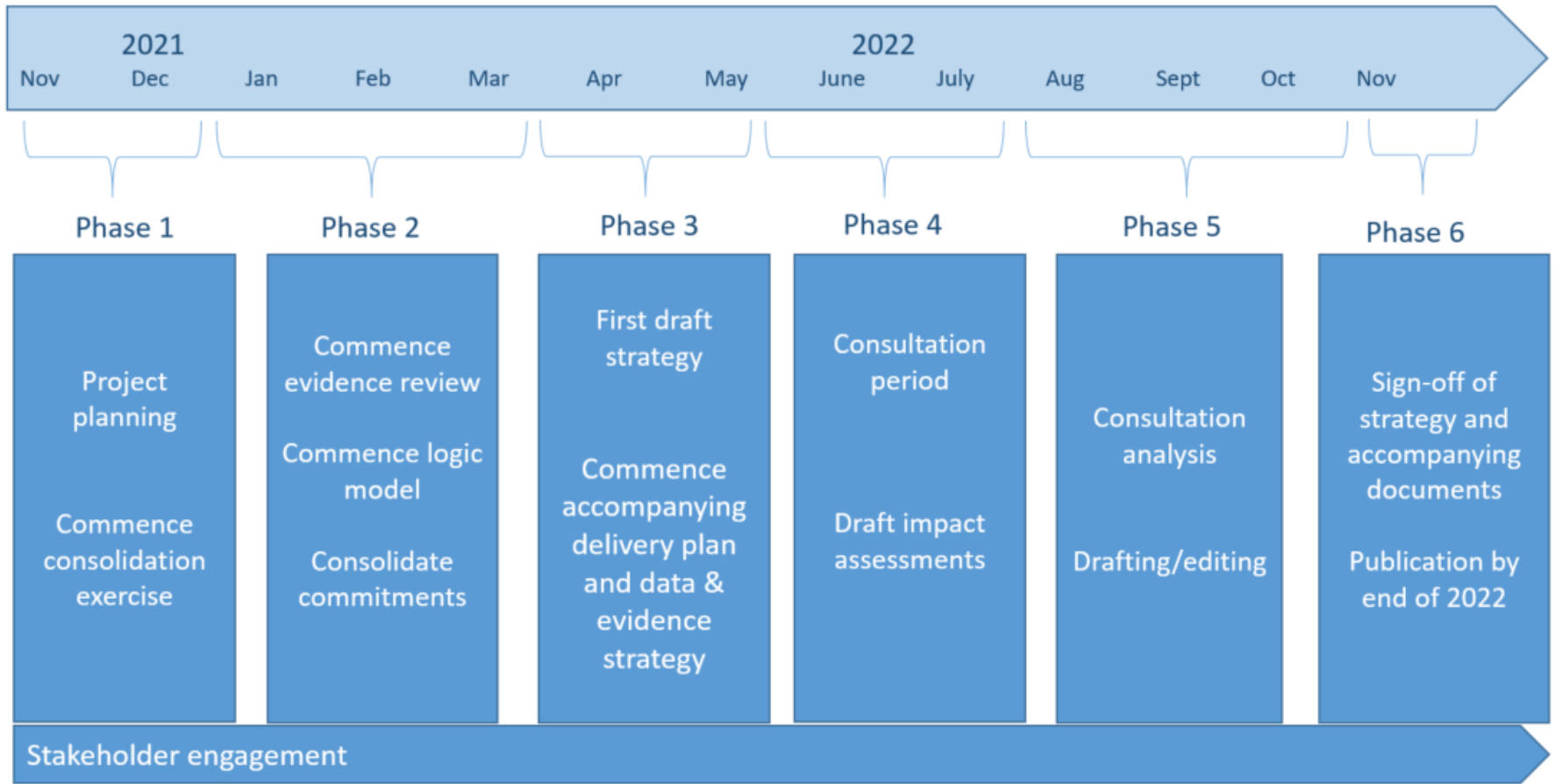
COVID Pandemic & Recovery

- MHOs ensure positive outcomes for individuals and human rights are protected – during the pandemic often in extremely challenging environments
- MHO Involvement in support for Care Homes to manage COVID outbreaks
- Discharges from hospital during the pandemic
- Increased Emergency Detention Certificates and Short Term Detention Certificates
- Generally increased demand for mental health services
- Post Pandemic Recovery – vital to support MHO wellbeing and to build MHO capacity across Scotland

Mental Health Strategy and Improvement

- MH Strategy – refresh of 2017 strategy – transition & recovery
- Mental Health & well-being strategy for Scotland
- Population approach, system wide, all ages
- Evidence based, outcomes focussed underpinned by rights based approach

Strategy development timeline



Mental Health Strategy and Improvement – the Barron Review

- Derek Barron concluded the Independent Review into the Delivery of Forensic Mental Health Services in February 2021.
- Review undertaken due to significant changes in the way that Forensic Mental Health Services were being delivered.
- MHO input crucial to development of the review, given expertise around complex navigation of Mental Health and Criminal Justice Legislation.
- A short life working group of multi-agency professionals set up to consider next steps. Opportunities for MHOs to be involved.

Workforce – Demand & Capacity

Insufficient numbers of trained and skilled MHOs due to a mix of complex factors:

- higher proportion of MHOs likely to retire soon
- many working in senior management positions
- pay and conditions (varies between local authorities)
- overall shortage of social workers, driven largely because of increased workloads in adult and children's services
- Latest SSSC MHO Workforce Data Report 2020 found shortfall of MHO hours equivalent to 53 (FTE) MHOs
- Lack of understanding of MHO role (within LAs and other partner agencies)

Aim is to have (i) national and consistent co-ordination of MHO workforce planning supported by workforce planning tools and workforce data and (ii) safe staffing and safe caseloads

To deliver that need to:

- have a complete picture of the workforce (leavers/joiners/supply and demand issues/ labour market oversight)
- Link increased service demand with workforce planning- (including unmet/assessments outstanding increase in Adult support and protection and mental health orders)
- workforce modelling system which will understand the increase in demand year on year and the MHO workforce required to meet that demand.
- OCSWA have commissioned Social Work Scotland to provide a national baseline on the number of cases that would constitute a safe caseload for social workers (report by March 2022). Will look at safe caseloads across all the care groups but links to capacity issues for MHO's.

MHO Workforce –Development

- Advanced practice framework - MHO role needs to be defined similar to advanced nurse practitioner or principal SW and include mentor teaching & contributing to the MHO teaching Programme.
- Investment in MHO practice assessors protected time and backfill funding- could be incorporated into a wider practice educator role for all student placements.
- SSSC and MHO learning providers supported hybrid learning face to face teaching with online and digital resources. Hybrid model needs to be flexible to address challenges of work/life balance.
- Wider learning and development resources for the health and social care workforce around AWI mental health legislation work being led by NES/SWS/MWC

National Care Service

- NCS will at least encompass adult services - but is an opportunity to look holistically at the system of support for adults, children, young people, community justice and all social work services.
- So working through key implications: GIRFE, the Promise
- Cabinet decision on key issues including scope of NCS expected late February.
- High level of support for creating a National Social Work Agency
- Proposed that Agency will lead on social work improvement, education, national terms and conditions, workforce planning and development, raising the status of social work and supporting investment in the social work profession.



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<http://www.gov.scot/Topics/People/social-services-workforce>