

INTERNAL MEMO

To:	Newham CAMHS, including all Section 75 Staff and People Business Partners.
Cc:	Associate Director East London CAMHS, Lindsay Hobson
From:	Richard Simmonds
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Subject:	Outcome of Consultation: Section 75
Date:	23/03/23

I am writing to you following the end of the consultation into the Trust Proposals for Organisational Change to “End of Section 75 Contract” which was funded by Newham Social Care. The contract funded CAMHS to have embedded clinicians across Children’s Services including; our Looked After Children Team, YOT, Children Services Assessment and Treatment teams, Early Help and some of special education provisions including PRU.

The formal consultation process commenced on **Monday 13 February 2023** and a covering letter along with the consultation documents were sent to Newham CAMHS including each staff member affected by this change. The consultation was open for 30 days and ended on **Tuesday 14 March 2023**. The consultation paper and associated documents were made available on the Trust Intranet. Support measures such as highlighting the availability of the Trust’s Employee Assistance Programme were shared with staff.

The purpose of the consultation was to provide staff with an opportunity to consider the proposal and respond with comments and feedback. During this time we were able to collect staff feedback on the consultation and discuss the implications this will have on Newham CAMHS and the wider Newham community. Comments from staff members were received through 1:1 meetings, open forum and email communication. A number of issues were discussed at the open meeting on **Wednesday 1 March 2023** and also at individual meetings held with all affected staff. I would like to thank those who took the time to respond to the proposals.

A number of themes emerged during the consultation process. The Trust carefully considered all feedback received and the responses to the themes are set out below.

- Staff requested further meetings to discuss future job plans to be held within core funded CAMHS teams
- Staff requested support when entering new roles within core funded CAMHS and opportunities to shadow staff in current teams
- Staff were requested to share skills and areas of interest that will support development of future job plans
- Staff requested confirmation that current LBN partners were made aware of future funding and service level changes.
- Ongoing work with the LAC team will support development of a pathway within the Emotional and Behavioural team (E&B) to provide specialist care to LAC.

Chair: Marie Gabriel
Dolan

Chief Executive: Dr Robert

- Ongoing work with Newham Children's' Social Care to develop consultation pathways and access to CAMHS provision to support standard referral process
- Discussions of future changes to caseloads based on staff whole time equivalents.

Please note that we will contact those who contributed individually with responses to their specific points.

We have taken into account the feedback for this proposal and overall staff understand the rationale behind this change.

As next steps we will be sharing and confirming the JD/PS and Job Plans for the roles identified in core CAMHS along with any other suitable alternative vacancies within CAMHS and if desired, the wider Trust. We will organise further 1:1 meetings with affected staff to discuss and clarify further steps in due course.

If at any time you have any concerns or queries regarding the change please feel free to get in touch. Thank you for your contribution and understanding during this process.

Yours sincerely,

Richard Simmonds