

30<sup>th</sup> June 2015

**Briefing Note:**

**Glasgow Adult Mental Health Liaison Service  
Extension of Service to cover evenings and weekends to Emergency Departments**

<b>Introduction</b>	Currently Glasgow Liaison Psychiatry (GLPS) Adult Mental Health Service offers a service to EDs from 9:00am to 4:00pm Monday to Fridays, leaving a perceived gap in services from 4:00 to 8:00pm and weekends and public holidays. These times are currently covered by Adult Mental Health Service on-call duty psychiatrists.
<b>Proposal</b>	It was proposed that a pilot should be run extending the cover to EDs by GLPS to 8:00pm weekdays and 9:00am to 5:00pm weekends and public holidays.
<b>Implementation</b>	The Senior Management first met in August 2013 to discuss the recommendations and agree a way forward. A meeting was arranged for 16 <sup>th</sup> September 2013 for Senior Management to meet with the team to advise them of the proposal, agree upon implementation strategies and highlight some of the implications of working extended hours with current staffing levels. The draft proposal paper was shared with the team in November 2013 before being presented to the Mental Health Services Redesign and Engagement Group. It was agreed a Gap Reference Group consisting of Nursing, HR, Staff Side, Management, and Out-of-Hours would be set up to manage the implementation of the pilot prior to approval and if approved, during the period of the pilot.
<b>Gap Reference Group</b>	This group has met up on several occasions since its implementation in January 2014. It was agreed at this meeting that staff would be given the opportunity to have one-to-one meetings with HR, Management and their own representatives to note any problems they would be facing with a change to their working patterns. The first meetings were held in February 2014, with problems/concerns being noted. A second round of one-to-one meetings have been arranged for July 2015 due to the length of time since original proposal and changes to the acute sector.
<b>Approval Process</b>	The draft paper was presented to the Mental Health Services Redesign and Engagement Group where it was approved, however Staff Side requested that it be put before the Area Partnership Forum for final approval and this was eventually put on the agenda for the 29 <sup>th</sup> June 2015. However it was felt at this meeting that the Area Partnership Forum was perhaps the incorrect group to approve the proposed pilot and that GLPS Management should liaise with [redacted] and [redacted] from HR.
<b>Steps Taken</b>	<ol style="list-style-type: none"> <li>1. Draft paper shared with team</li> <li>2. Draft paper presented at MHREG for approval</li> <li>3. Draft paper presented to Area Partnership Forum</li> <li>4. Reference Group formed with representation by Nursing, Staff Side, HR, Senior Management and Out-of-Hours</li> <li>5. Example Off-duty with extended times worked up including annual leave and sickness absence based on current data</li> <li>6. Data to be collected agreed</li> <li>7. One-to-one meetings held and re-planned for July for those requiring it (a total of six) Concerns of nursing staff noted</li> </ol>

<b>Gap Reference Group Membership</b>	<b>Nursing Team:</b> <div></div> <b>Staff Side</b> <div></div> <b>HR</b> <div></div> <b>Management</b> <div></div> <b>Out-of-Hours</b> <div></div>
<b>List of staff/banding and union representation</b>	<div></div> Band 7 Unison <div></div> Band 7 Unite <div></div> Band 7 Unison <div></div> Band 7 Unite <div></div> Band 7 Unison <div></div> Band 7 Unite <div></div> Band 7 Unison <div></div> Band 7 Unite <div></div> Band 7 Unison <div></div> Band 7 Unison <div></div> Band 7 Unison <div></div> Band 7 Unison <div></div> Band 8A Royal College of Nursing Union <div></div> Band 8A Royal College of Nursing Union