

## Board Administration

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Mr William Smith  
WhatDoTheyKnow.com

### AMENDED RESPONSE

<b>Date</b>	18 January 2018
<b>Your Ref</b>	
<b>Our Ref</b>	BRD / AHF / REV131922
<b>Direct Line</b>	0141 201 4460
<b>Email</b>	foi@ggc.scot.nhs.uk

Dear Mr Smith

### REQUEST FOR INFORMATION FREEDOM OF INFORMATION (SCOTLAND) ACT 2002 (FOISA)

Thank you for your request received on 7 November 2017 for the provision of the following information:

*Point 4 of the NHS GGC document [http://www.nhsggc.org.uk/media/235271/cel2011\\_32.pdf](http://www.nhsggc.org.uk/media/235271/cel2011_32.pdf) states,*

*4. Workforce planning is a statutory requirement and was established in NHSScotland (NHSS) in 2005 with the issuing of HDL (2005)52 'National Workforce Planning Framework 2005 Guidance'. Therefore I wish the minutes of meetings that the Board considered the redesign of the Liaison Psychiatry service within Glasgow.*

*Notes, papers & emails on the rationale for the redesign of the Liaison Psychiatry service within Glasgow by either the Board or the management of Liaison Psychiatry.*

*Minutes, dates and times of meetings discussing redesign of the Liaison Psychiatry service within Glasgow.*

*A copy of any questionnaire or email asking the service users or clinical staff in other departments their views to a change in the Liaison Psychiatry service provided?*

*The replies received (redacted to protect identities)*

*I also wish copies of all posts advertised within the last 12 months for vacancies within the Liaison Psychiatry service within Glasgow. Including permanent and temporary posts.*

*If those posts were advertised openly or internally?*

*Did they comply with the Boards Recruitment Process Guidance for Hiring Managers?*

*Were the posts filled at the current Band required to work in Liaison Psychiatry?*

*If not why as service redesign has not been agreed or completed or has it?*

*Were any bank staff appointed to work within Liaison Psychiatry?*

*What grade were they taken on at i.e. 5, 6 or 7?*

*Did this comply with the NHSGCC policy on use of bank workers being hired at the appropriate band?*

*Regards the Liaison Psychiatry service redesign. Is there a reduction in the service to the public by;*

*1. Using less Advanced specialists*

*2. Using lower grade staff to make diagnosis.*

*Lastly I realise that my FOI is complex but wish you to note that I wish the Board executive to request the information that they do not have at hand rather than putting the whole FOI in the hands of the Liaison Psychiatry department.*

We are treating your request under our procedures for responding to requests for information under the Freedom of Information (Scotland) Act 2002. The response that I am able to provide on behalf of NHS Greater Glasgow and Clyde (NHSGGC) is given below:

The Glasgow Mental Health Liaison Service is included in the overall service redesign of the Mental Health unscheduled care review and we are currently in the second phase of the review, implementation. The first phase of the review was led by David McCrae Head of Adult Services in North East, now retired, and consisted of a steering group and sub group structure. This included Staff Side Organisations representatives and medical and nursing staff including Dr Dallas Brodie, Dr Jude Halford, Dr Angela Cogan, Nurse Manager Angela Brodie and Nurse Manager Louise Fulton from the Glasgow Mental Health Liaison Service. This first phase was completed in February 2017 and involved an exercise to describe all Mental Health Liaison services to Acute Hospitals across NHSGGC for Adults, Older People and Addictions, in the distinct geographical areas of Greater Glasgow, Renfrewshire and Inverclyde. This first phase of the review highlighted differences in service and offered solutions and considerations for equity of service provision.

**1. Minutes of meetings that the Board considered the redesign of the Liaison Psychiatry service within Glasgow.**

*Under Section 17 of FOISA, I am obliged to notify you that the specific information requested by you is not held by NHSGGC. This is because the redesign of the Glasgow Liaison Psychiatry Services (GLPS) was not discussed as a specific agenda item at meetings of the NHS Board in NHSGGC. However I can advise that a reference to mental health services within Emergency Departments is contained within an update on Unscheduled Care, presented at the most recent NHS Board meeting on 19 December 2017 (Board Paper 17/63). This document was created after your request for information was received, however it is included here since that document is now in the public domain, and has relevance to your request. It is included here as 'Attachment 1'.*

**2. Notes, papers & emails on the rational for the redesign of the Liaison Psychiatry service within Glasgow by either the Board or the management of Liaison Psychiatry.**

*The following documents are included with this response as 'Attachment 2':*

- Briefing Note dated 30 June 2015;*
- Glasgow Liaison Psychiatry Service – Gap Times Paper;*
- Glasgow Mental Health Liaison Service – Improving Service Access;*
- Terms of Reference: Glasgow City HSCP Review of NHSGGC Unscheduled Care for Mental Health Steering Group;*

**3. Minutes, dates and times of meetings discussing redesign of the Liaison Psychiatry service within Glasgow.**

*Discussion of redesign of the GLPS has been discussed at the NHSGGC Unscheduled Care for Mental Health Steering Group. The following documents are included in this response as 'Attachment 3'*

- Agenda: Glasgow City Unscheduled Care for MH Steering Group (27 October 2016);*
- Action Note; Glasgow City Unscheduled Care for MH Steering Group (27 October 2016)*
- Agenda: NHSGGC Unscheduled Care for MH Steering Group (26 January 2017);*
- Action Note: Unscheduled Care for MH Steering Group (26 January 2017);*
- Agenda: NHSGGC Unscheduled Care for MH Steering Group (15 March 2017);*
- Action Note: Unscheduled Care for MH Steering Group (15 March 2017);*
- Agenda: Unscheduled Care for MH Steering Group (29 May 2017);*
- Action Note: Unscheduled Care for MH Steering Group (29 May 2017);*
- Agenda: Unscheduled Care for MH Steering Group (6 September 2017);*
- Action Note: Unscheduled Care for MH Steering Group (6 September 2017);*
- Agenda: Unscheduled Care for MH Steering Group (1 November 2017).*

*Other minutes of meetings that appear to be relevant have also been provided. The following documents are included in this response, also within 'Attachment 3':*

- Report: Review of NHSGGC Unscheduled Care for Mental Health – Crisis, OOH and Liaison Sub Group – Liaison Short Life Working Group - 21 February 2017;*

- *Minute of Meeting: Emergency Department Unscheduled Care Liaison (1 August 2017);*
- *Minutes of a meeting: Unscheduled Care Review Sub Group for Liaison, OOH and Emergency Medicine (5 September 2017);*

**4. A copy of any questionnaire or email asking the service users or clinical staff in other departments their views to a change in the Liaison Psychiatry service provided?**

*Under Section 17 of FOISA, I am obliged to notify you that the specific information requested by you is not held by NHSGGC. Although there have been no service user surveys regarding this change, the Mental Health Network Greater Glasgow & Clyde are involved in the review and have indicated that our service users welcome this service change as it is an improvement. Our colleagues in Acute have been part of the service review and also welcome this improvement in service. I can also confirm that appropriate staff-side representatives have been present at relevant meetings, together with staff involved in providing the service. This can be seen from the minutes of meetings provided in Attachment 3.*

**5. The replies received (redacted to protect identities)**

*As in our response to Question 4 above, under Section 17 of FOISA I am obliged to notify you that the specific information requested by you is not held by NHSGGC.*

**6. I also wish copies of all posts advertised within the last 12 months for vacancies within the Liaison Psychiatry service within Glasgow. Including permanent and temporary posts.**

*During the last 12 month only transitional posts within Liaison Psychiatry have been advertised. These were two fixed term vacancies and the relevant job application packs are included with this response as Attachment 4..*

**7. If those posts were advertised openly or internally?**

*These posts were advertised internally, on the NHSGGC website and through the NHS Scotland recruitment website at <https://jobs.scot.nhs.uk/list.aspx>*

**8. Did they comply with the Boards Recruitment Process Guidance for Hiring Managers?**

*Appropriate NHS recruitment processes were followed.*

**9. Were the posts filled at the current Band required to work in Liaison Psychiatry?**

*Vacant posts are filled consistent with grades and bands across the board area. The two vacant posts identified were advertised at Band 6 as shown within the application packs.*

**10. If not why as service redesign has not been agreed or completed or has it?**

*Under Section 17 of FOISA I am required to notify you that the specific information you request is not held by NHSGGC, as the service redesign is part of a wider review across NHSGGC of unscheduled and out of hours care, and has yet to be completed.*

**11. Were any bank staff appointed to work within Liaison Psychiatry?**

**12. What grade were they taken on at i.e. 5, 6 or 7?**

*Bank staff were deployed within Liaison Psychiatry at Band 6.*

**13. Did this comply with the NHSGCC policy on use of bank workers being hired at the appropriate band?**

*Bank staff were deployed at a band consistent with banding across NHSGGC Liaison services.*

**14. Regards the Liaison Psychiatry service redesign. Is there a reduction in the service to the public by;**

**1. Using less Advanced specialists**

**2. Using lower grade staff to make diagnosis.**

*Under Section 17 of FOISA I am required to notify you that the specific information you request is not held by NHSGGC, as the service redesign is part of a wider review across NHSGGC of unscheduled and out of hours care, and has yet to be completed.*

This is an amended response that has been issued following your request for Review to NHSGGC. I hope that this is helpful. If you have any queries about the information provided here, or if you wish to submit requests for additional information, then please contact me at the details below.

If you are dissatisfied with the outcome of the Review, then your rights of appeal are as set out in Mr Hamilton's letter to you of 16 January 2018.

Yours sincerely

*Alison Flynn*

**Alison Flynn**  
**Freedom of Information Manager**

Standard Enclosures:

Request For Review Form

Procedure for review of decision notified

Attachments:

Attachment 1:

Board Paper 17/63 – Unscheduled Care Update

Attachment 2:

Briefing Note – 30 June 2015

Glasgow Liaison Psychiatry Service - Gap Times Paper

Glasgow Mental Health Liaison Service – Improving Service Access

Terms of Reference – Review of NHSGGC Unscheduled Care for Mental Health Steering Group

Attachment 3:

Agenda: Glasgow City Uncheduled Care for MH Steering Group (27 October 2016)

Action Note; Glasgow City Unscheduled Care for MH Steering Group (27 October 2016)

Agenda: NHSGGC Unscheduled Care for MH Steering Group (26 January 2017)

Action Note: Unscheduled Care for MH Steering Group (26 January 2017)

Action Note: Unscheduled Care for MH Steering Group (15 March 2017)

Agenda: Unscheduled Care for MH Steering Group (29 May 2017)

Action Note: Unscheduled Care for MH Steering Group (29 May 2017)

Agenda: Unscheduled Care for MH Steering Group (6 September 2017)

Action Note: Unscheduled Care for MH Steering Group (6 September 2017)

Agenda: Unscheduled Care for MH Steering Group (1 November 2017)

Report: Review of NHSGG&C Unscheduled Care for Mental Health – Crisis, OOH and Liaison Sub Group – Liaison Short Life Working Group - 21 February 2017;

Minute of Meeting: Emergency Department Unscheduled Care Liaison (1 August 2017);

Minutes of a meeting: Unscheduled Care Review Sub Group for Liaison, OOH and Emergency Medicine (5 September 2017);

Attachment 4:

Job application pack: Ref 0000047978N

Job application pack: Ref 0000048631N