



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



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| Meeting Date | 03 November 2022 | Agenda Item | 2.4 |
| Report Title | Recruitment of Associate Hospital Managers (Mental Health Act) | | |
| Report Author | Janet Williams Service Director | | |
| Report Sponsor | Janet Williams Service Director | | |
| Presented by | Malcolm Jones Associate Service Director | | |
| Freedom of Information | Open | | |
| Purpose of the Report | The purpose of this paper is to set out a process for the recruitment of Associate Hospital Managers for approval by the Health Board's Legislative Committee. | | |
| Key Issues | Due to the retirement of a number of current Associate Hospital Managers there is a requirement to recruit to ensure that Hearings can be scheduled on a timely basis. | | |
| Specific Action Required <i>(please choose one only)</i> | Information | Discussion | Assurance |
| | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Recommendations | Members are asked to: Approve the process for the recruitment of Associate Hospital Managers for approval by the Health Board's Legislative Committee. | | |

Recruitment of Associate Hospital Managers (Mental Health Act)

1. INTRODUCTION

The purpose of this paper is to set out a process for the recruitment of Associate Hospital Managers for approval by the Health Board's Legislative Committee.

2. BACKGROUND

Associate Mental Health Act Managers are lay people who participate in the review process of detentions and Community Treatment Orders under the Mental Health Act by sitting as a panel of three or more. They have the power to discharge detention orders and Community Treatment Orders. Associate Hospital Managers are also Lay Members of the Power of Discharge Committee which is a sub-committee of the Health Board's Legislation Committee.

Associate Hospital Managers cannot be employees of the Health Board and are appointed on a voluntary basis for this specific purpose. They are paid a set fee and expenses for undertaking this work

As lay people, they are directly accountable to the UHB and as such are bound by a duty of confidentiality.

Due to a number of retirements from the Associate Hospital Managers Group there is a need to recruit additional people to take on this role to ensure that Hearings can be convened on a timely basis.

It is proposed that the recruitment of Associate Hospital Managers is delegated by the Health Board Chair to the Chair of the Power of Discharge (POD) Committee who is an Independent Member of the Board. The Chair of POD Committee will be supported by the Mental Health Act Team Manager who will undertake all administrative work associated with the recruitment.

An advert & Job Description have been prepared, Appendix 1. It is proposed that the advert is placed on the Health Board's website and through the Regional Partnership and third sector networks that are in place. Candidates will be required to submit a CV.

Interviews will then be undertaken by the Chair of POD and MHA Team Manager.

Two references will be required to support applications and successful candidates will be required to undertake a DBS check.

3. GOVERNANCE AND RISK ISSUES

These appointments are essential to increase the pool of Associate Hospital Managers that are available and thereby ensuring that the Health Board can meet its

obligations under the Mental Health Act by arranging Hospital Managers Hearings on a timely basis.

4. FINANCIAL IMPLICATIONS

There are no new costs associated with this proposal. The fees paid to Hospital Managers have previously been agreed by Legislative Committee.

5. RECOMMENDATION

The Committee is asked to approve the process for the recruitment of Associate Hospital Managers for approval by the Health Board's Legislative Committee.

| Governance and Assurance | | |
|--|--|-------------------------------------|
| Link to Enabling Objectives (please choose) | Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities | |
| | Partnerships for Improving Health and Wellbeing | <input checked="" type="checkbox"/> |
| | Co-Production and Health Literacy | <input type="checkbox"/> |
| | Digitally Enabled Health and Wellbeing | <input type="checkbox"/> |
| | Deliver better care through excellent health and care services achieving the outcomes that matter most to people | |
| | Best Value Outcomes and High Quality Care | <input checked="" type="checkbox"/> |
| | Partnerships for Care | <input type="checkbox"/> |
| | Excellent Staff | <input type="checkbox"/> |
| | Digitally Enabled Care | <input type="checkbox"/> |
| | Outstanding Research, Innovation, Education and Learning | <input type="checkbox"/> |
| Health and Care Standards | | |
| (please choose) | Staying Healthy | <input type="checkbox"/> |
| | Safe Care | <input checked="" type="checkbox"/> |
| | Effective Care | <input checked="" type="checkbox"/> |
| | Dignified Care | <input checked="" type="checkbox"/> |
| | Timely Care | <input checked="" type="checkbox"/> |
| | Individual Care | <input type="checkbox"/> |
| | Staff and Resources | <input checked="" type="checkbox"/> |
| Quality, Safety and Patient Experience | | |
| The recruitment & retention of Associate Hospital Managers is integral to the Health Board's ability to discharge its responsibility to patients under the Mental Health Act 1983. | | |
| Financial Implications | | |
| No additional financial implications. | | |
| Legal Implications (including equality and diversity assessment) | | |
| There is a statutory requirement for the health board to have hospital managers in line with the Mental Health Act 1983. | | |
| Staffing Implications | | |
| No additional staffing implications – these will be specific, independent posts as hospital managers cannot be members of health board staff. | | |
| Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015) | | |
| The roles will provide a long-term, sustainable solution for the hearings of those detained under the Act, improving service user experience. | | |
| Report History | None | |
| Appendices | Appendix 1 – Recruitment Pack | |