

Restructure – Consultation Document (Procedure reference PR2014_016)

Consultation Document for the proposed restructure of Early Psychosis Intervention Services from Adult Mental Health to Child Youth Mental Health Services.

Project sponsor

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Stage 1 – Scope, Plan and Approval

1.1 The Need for Change

1.1.1 Description of Service

Early Psychosis Intervention Service (EPIS) is a multidisciplinary team providing evidence based early intervention to assist consumers, their families and carers with mental health and psychosocial recovery.

EPIS seeks to support consumers experiencing a First Episode Psychosis, or who are identified as being at Ultra High Risk of experiencing a First Episode Psychosis.

1.1.2 Background

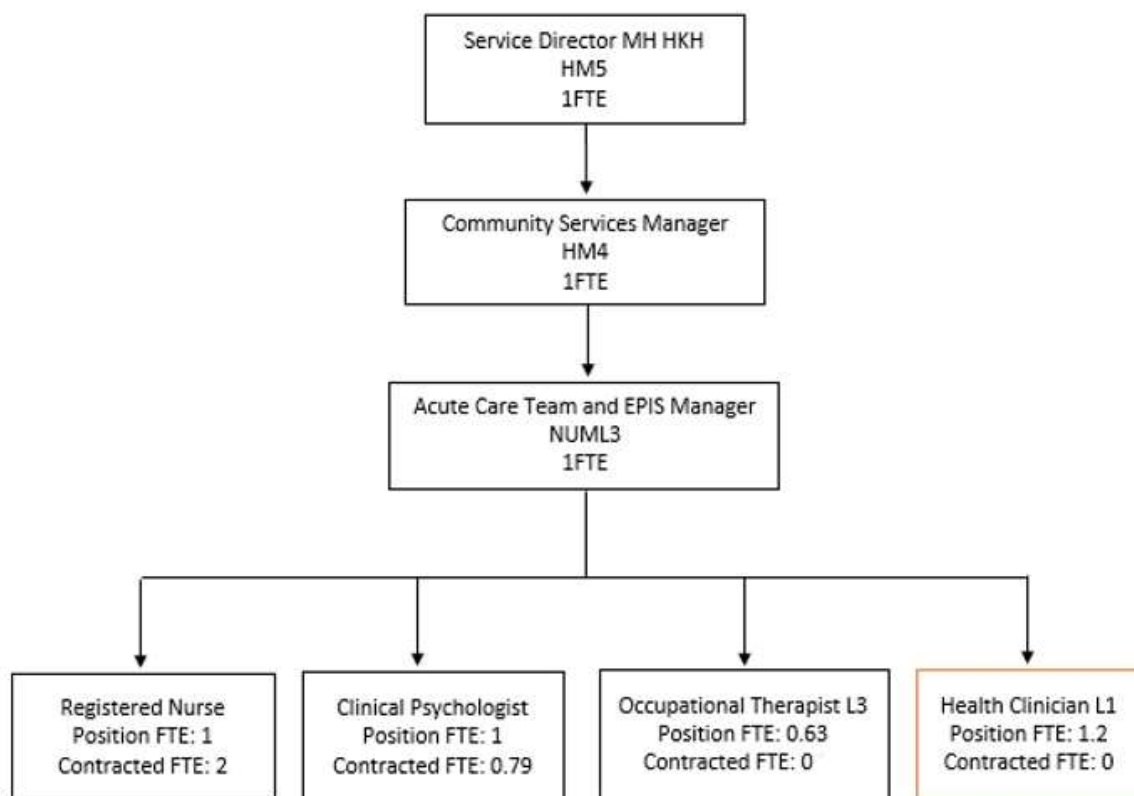
EPIS was first established in Northern Sydney Local Health District (NSLHD) in 1998. The small multi-disciplinary teams comprised of positions from the sector of Adult Mental Health Services (AMHS). The current referral criteria for the service is;

- Being between the ages of 18-24;
- Experiencing a first episode of psychosis in the past 12 months, and;
- Living within the sector catchment area.

Younger consumers presenting with early psychosis are currently managed by the CYMHS services. This arrangement has been inconsistent with the majority of early psychosis services spanning the adolescent and young adult ages; for example, age 16 to 24 across NSW.

1.1.3 Current Structure

The current structure comprises of a multi-disciplinary team. The team consists of 3.8 FTE consisting of Registered Nurse, Occupational Therapist, and Clinical Psychologist. The current team has provision for 0.2 Staff Specialist. There is no current administration support allocated to the service



The current structure is over-established with Registered Nurses. This was due to accommodation of external factors. Upon review of the structure in accordance with this restructure process, it has been proposed the service requires 1 Registered Nurse FTE to function effectively.

1.2.1 Reason and Purpose of the Restructure

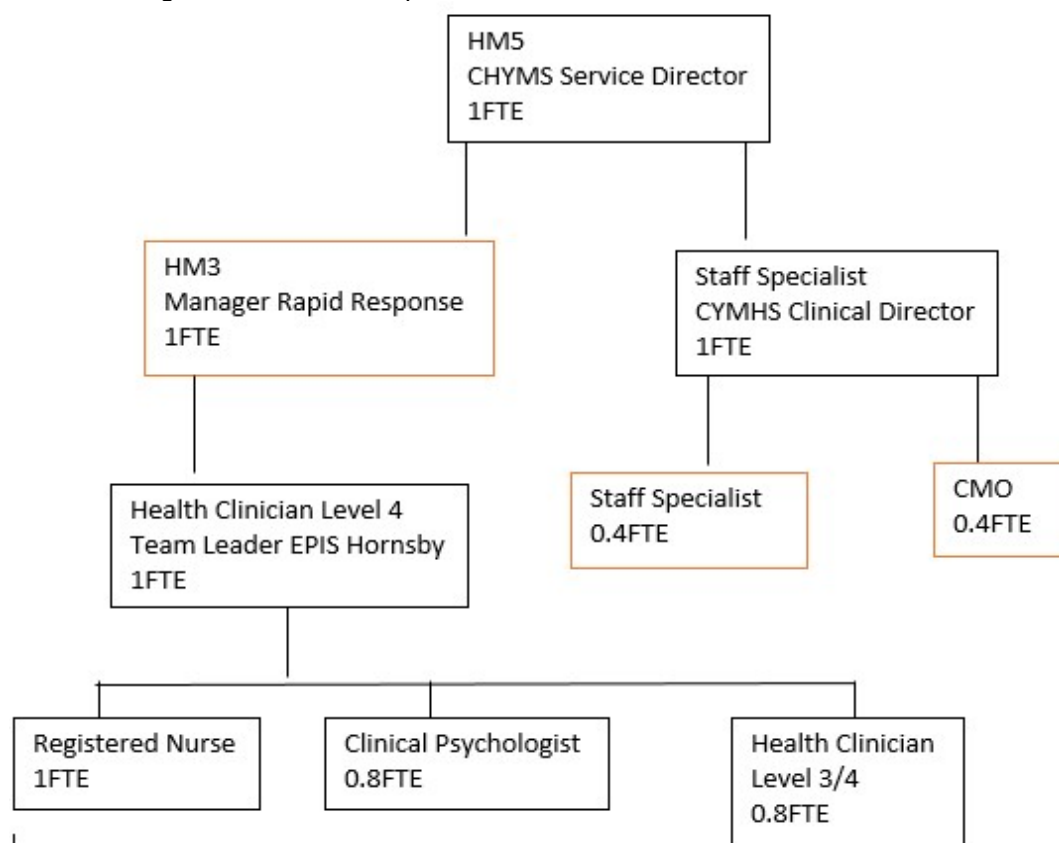
A review of NSLHD Child and Adolescent Mental Health Services in 2012 recommended consideration of a single Child, Adolescent and Youth Mental Health Service (0-25 years) in accordance with other services such as Western Sydney Local Health District. It also recommended needs of younger people with first onset psychosis are best met by a partnership between adolescent and young adult ages. The Mental Health Drug and Alcohol services plan 2017-2027 aims to align all mental health services for young people to age 24 under CYMHS governance which is part of a project currently underway.

1.2.2 Proposed New Structure

The team will remain in the current location to allow for continuity of care and to ensure consumers are assessed privately in an environment conducive to their needs. Day to day management of the team will be by a newly created team leader role, reporting directly to the newly created Rapid Response Manager. Clinical leadership of the team will be a joint responsibility of the team leader and staff specialist. When team is transitioned there is approval for medical cover 0.4FTE Registrar and 0.4FTE Staff Specialist. Time will be allocated for part time administration support.

Benefits of the proposed change include:

- Greater access for staff and service users to more age appropriate services
- Greater opportunity for age appropriate clinical supervision
- Provide a seamless transition for the service user from CYMHS to EPIS where appropriate
- Access to youth orientated training and education
- Greater opportunities for career development
- When the service is fully staffed and the restructure complete, the EPIS service will be in a better place to provide a wider range of evidence based interventions such as cognitive remediation therapy and family education groups
- Reinstating of the team leader position within the EPIS team



Temporary Positions

1.2.3 Proposed New Position Descriptions

Please find attached

- Updated Position Descriptions to reflect the change in service from AHM to CYMHS.

1.2.4 Impact on services and functions

The revised model will aim to reduce fragmentation, provide clearer care pathways including transfer of care, provide reduced points of contact for consumers, clearer staff roles, improve customer service and clarify referral criteria for services.

1.2.6 Likely impact on employees

With this proposed change, there will be:

- Change of service management from Adult to CYMHS
- Care, support and treatment of young people from 16-24 years of age rather than 18-24. Noting the inclusivity of 16/17 year olds will be implemented at a later date
- One Registered Nurse in the structure will be impacted and affected by the change
- No change to working hours

Stage 2 – Consultation

2.1 Notification to employees

This document will be provided to the EPIS staff following preliminary conversations regarding proposed change. The staff will be provided with a period of 2 weeks to provide feedback and liaise with relevant Unions and Associations as required.

2.2 Notification to Union/Industrial Bodies and other relevant parties

The proposed changes to the Hornsby EPIS will be approached with NSLHD's commitment to staff and union consultation obligation and relevant industrial instruments. The date this consultation document is sent begins the 2 week consultation period of Unions and Association. In this time period, NSLHD invites active feedback from the Union and Association.

Stage 3 – Implementation

The service is working toward an ideal proposed implementation date of 2 August 2021. However, the proposed implementation timeframe is dependent on endorsement and consultation of the restructure on relevant parties.