

**NON - CONFIDENTIAL FACTS AND ADVICE TO THE POLICE AND CRIME COMMISSIONER**

1. The decision on whether a police officer can be moved to a different operational role, or seconded to work with different organisation is a matter for the Chief Constable. However, the allocation of salary and other resources to enable a secondment to take place is a matter for the Commissioner.
2. The Chief Constable has indicated his agreement to the secondment of Chief Inspector Sean Russell as set out in this report, pending a decision from the Commissioner on the allocation of resources to meet the requested third of the salary costs.
3. The West Midlands Mental Health Commission has created a Director of Implementation post that will be responsible for implementing the recommendations of the Commission.
4. The Commission would like CI Russell to be seconded for a two year period into this role to build on the invaluable work he has already done as the chair of Mental Health Steering Group and in working with the commission on the criminal justice key line of enquiry.
5. The creation of the Director of Implementation post will support the objectives outlined in the Police and Crime Plan 2016/17:

<b>Police and Crime Plan 2016/17</b>	<b>Commission Recommendations to support</b>
Mental health treatment requirements	Establish West Midlands as a pathfinder site for Mental Health Treatment Requirement
Individual treatment plans	Region wide programme of Individual Placement Support
Mental health first aid	Target of 50,000 people trained in Mental Health First Aid (MHFA)
Links to Criminal Justice System	Explore Criminal Justice 'Through the Gate', supporting those with mental health needs who are leaving prison
Supporting victims and improving outcomes	Problem solving court and MHTRS with proposal to support out of court disposals
Reducing crime and harm	Overarching principle to establish stronger partnerships focusing on early intervention

6. Key results sought from the secondment:
  - Develop the commission in line with the Global city network to support wider mental health initiatives.
  - Develop the West Midlands commitment to Wellbeing with private and public sector organisations. Improving the opportunity for people to remain in the work place and provide greater support for people currently experiencing mental ill health.
  - Develop a business case and approach to creating a pilot for a fiscal incentive for wellbeing employers within the region.

- Develop with partners the IPS approach across the region through a number of pilots to establish efficacy.
- Develop and support the introduction of a Housing First approach through partnership engagement and commissioned services.
- (CJS Focus) Implement Mental Health Treatment Requirements across the region. This approach will create a holistic intervention as a Magistrates Court sentencing option to reduce prison occupancy as well as reducing the propensity to reoffend
- (CJS Focus) Trial a Problem Solving Court within the Region to establish an evidence base and supportive multi-disciplinary approach by generating funding and effective commissioned services.
- (CJS Focus) Implement a 'Through the Gate' programme. Linking directly to the CRC/ NOMS and Police IOM process to reduce reoffending and support wider integration back into the community.
- Develop an approach that supports early intervention opportunity by seeking to ensure that crisis intervention is dealt with at the first point of contact by the most appropriate agency. Using Health partners and CCG Commissioners to achieve the national access and waiting time targets for treatment, thereby improving individualised access to early intervention.
- (CJS Focus) Reduce the rate of detention under s136 through the strategic alignment of the Five Year Forward view and newly established West Midlands Mental Health Alliance Board; ensuring through this process, that no child under 18yrs is detained under the MHA in police custody.
- (CJS Focus) Develop the commitment to end 'out of area placements'- Improving the satisfaction and care to individuals and families involved. Initiating a process by which any person detained under the MH Act in Police custody is removed to a suitable placement within the 24hrs time limit.
- (CJS Focus) Developing a process where Police intervention in MH units is an exceptional occurrence and all interventions are subject to a formal review within 72hrs.
- (CJS Focus) Develop a zero suicide approach across the region. In line with PHE national strategy and Local Authority areas create a network to create an ambition that seeks to reduce the level of suicide in the region; ensuring that partners sign up to the approach.
- Develop the ambition to improve mental health literacy across the Region by Implement a plan to deliver MH First Aid associated programmes as a preventative and supportive mechanism.

7. A two year secondment is proposed to lead and coordinate the implementation of the Commission's recommendations. The salary and on costs for the post over the two year period are as below:

	Year 1 2016/17	Year 2 2017/18	Total
Basic Pay	£55,878*	£55,878	£111,756
Employers NI	£6,588	£6,588	£13,176
Employers Pension	£13,522	£13,522	£27,044

Total	£75,988	£75,988	£151,976
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(these costs may increase in line with national pay rises that may be awarded, or in the event of promotion to a more senior police rank)

8. The Commissioner will contribute one third of these costs. Health partners will contribute a third, and the final third will be provided by the WMCA.
9. The Director of Implementation will report to the Chief Executive of Dudley Borough Council in her role as Executive lead for the mental health commission. She will also be a dotted line of accountability to the Chief Constable of West Midlands Police. This will ensure the police have clear oversight and input to the role