

# Health & Adults Scrutiny Sub-Committee

## Combined Supplementary

**Tuesday, 6 December 2022 6.30 p.m.**  
**Committee Room One - Town Hall, Mulberry  
Place, 5 Clove Crescent, London, E14 2BG**

### **Members:**

**Chair:** Councillor Ahmodur Khan

**Vice Chair:** Councillor Ahmodul Kabir

Councillor Maisha Begum, Councillor Kamrul Hussain, Councillor Mohammad Chowdhury, Councillor Amy Lee and Councillor Abdul Malik.

### **Co-opted Members:**

Matthew Adrien (Service Director at Healthwatch Tower Hamlets)

**Deputies:** Councillor Faroque Ahmed, Councillor Amina Ali, Councillor Abdul Mannan, Councillor Ana Miah, Councillor Bellal Uddin and Councillor Abdal Ullah

[The quorum for this body is 3 voting Members]

### **Contact for further enquiries:**

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1st Floor, Town Hall, Mulberry Place, 5 Clove Crescent, E14 2BG

<http://www.towerhamlets.gov.uk/committee>



## Public Information

### Viewing or Participating in Committee Meetings

The meeting will be broadcast live on the Council's website. A link to the website is detailed below. The press and public are encouraged to watch this meeting on line.

**Please note:** Whilst the meeting is open to the public, the public seating in the meeting room for observers may be limited due to health and safety measures. You are advised to contact the Democratic Services Officer to reserve a place.

### Meeting Webcast

The meeting is being webcast for viewing through the Council's webcast system.  
<http://towerhamlets.public-i.tv/core/portal/home>

### Electronic agendas reports and minutes.

Copies of agendas, reports and minutes for council meetings can also be found on our website from day of publication.

To access this, click [www.towerhamlets.gov.uk/committee](http://www.towerhamlets.gov.uk/committee) and search for the relevant committee and meeting date.

Agendas are available on the Modern.Gov, Windows, iPad and Android apps



Scan this QR code to view the electronic agenda



## **A Guide to Overview and Scrutiny Committee**

The Local Government Act 2000 established the overview and scrutiny function for every council, with the key roles of:

- Scrutinising decisions before or after they are made or implemented
- Proposing new policies and commenting on draft policies, and
- Ensuring customer satisfaction and value for money.

The aim is to make the decision-making process more transparent, accountable and inclusive, and improve services for people by being responsive to their needs. Overview & Scrutiny membership is required to reflect the proportional political makeup of the council and, as well as council services, there are statutory powers to examine the impact of work undertaken by partnerships and outside bodies, including the Crime and Disorder Reduction Partnership and local health bodies.

In Tower Hamlets, the function is exercised by the Overview & Scrutiny Committee (OSC). The OSC considers issues from across the council and partnership remit. The Committee has 3 Sub-Committees which focus on health, housing and grants.

### **Public Engagement**

OSC usually meets once per month (a few days before Cabinet, to allow scrutiny of decisions scheduled to be made there). These meetings are open to the public to attend, and a timetable for meeting dates and deadlines can be found [here](#). The committee's quorum is three voting members.



# London Borough of Tower Hamlets

## Health & Adults Scrutiny Sub-Committee

Tuesday, 6 December 2022

6.30 p.m.

### 3 .2 Scrutiny Review: Tackling Workforce Shortages Across Health and Social Care Sector (Pages 5 - 6)

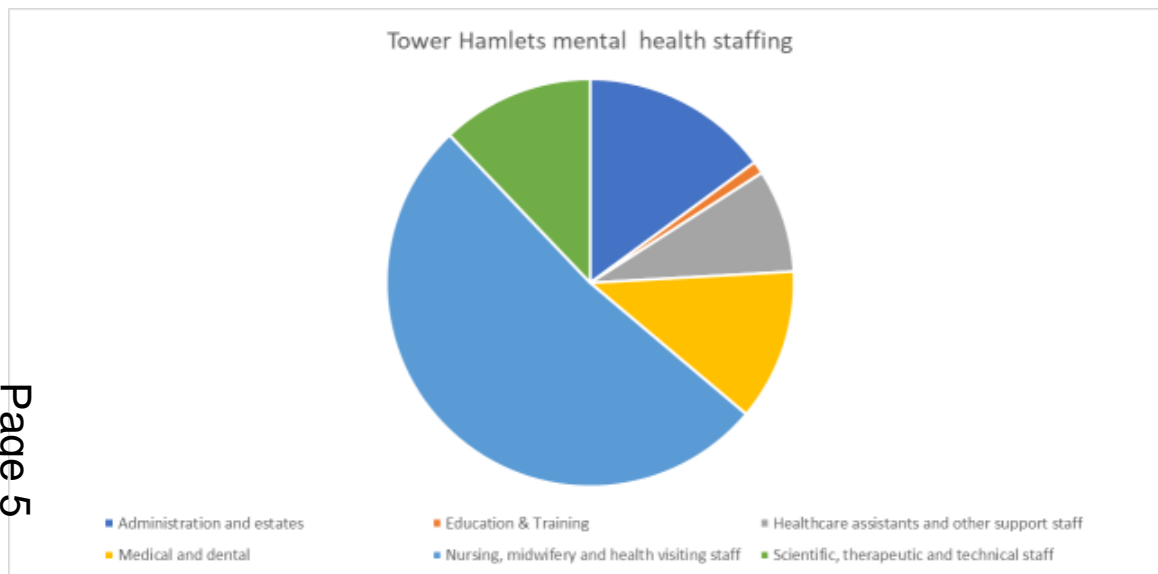
#### **Next Meeting of the Health & Adults Scrutiny Sub-Committee**

Tuesday, 14 February 2023 at 6.30 p.m. to be held in Committee Room One - Town Hall, Mulberry Place, 5 Clove Crescent, London, E14 2BG



## Mental health

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We have 703 whole time equivalent posts working in Tower Hamlets mental health services, with 665 posts filled, 38 vacancies, a vacancy rate of 5.4%. We have grown our establishment by 112 posts since 2018, following investment via the NHS Long Term Plan, with growth in perinatal, childrens young peoples mental health, primary care talking therapies, adult mental health community and crisis teams. Average sickness rate of 3.69%.

We have a range of initiatives in place to improve recruitment and retention and develop our workforce, including:

- New community connector roles, employed by voluntary sector & working as full members of our community mental health teams
- New clinical associate in psychology roles, providing opportunities for people to join the psychology workforce via an apprenticeship route
- Various other apprenticeship opportunities, and graduate opportunities such as Thinkahead social work programme
- A well-developed well-being programme for our staff that goes beyond a traditional offer, recent examples include support to our staff with parenting, staff experiencing menopause, online education for children during the pandemic, well developed staff networks

## Extended primary care teams



We have 189 whole time equivalent posts working in our extended primary care teams working in and around neighbourhoods. Vacancy rates in community nursing are high, requiring significant use of agency staff to cover. We continue to focus on growing our workforce, as described above, and are working with the Integrated Care System partners to develop a workforce strategy.

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