12. Health and social care teams

- 12.1 NHS community mental health team (CMHT) worker for older people (OP) with mental health problems
- 12.2 Community mental health team for adults with mental health problems
- 12.3 Crisis resolution teams for adults with mental health problems
- 12.4 Assertive Outreach Teams for adults with mental health problems
- 12.5 Early intervention teams for adults with mental health problems
- 12.6 Generic single disciplinary CAMHS teams
- 12.7 Generic multi-disciplinary CAMHS teams
- 12.8 Dedicated CAMHS teams
- 12.9 Targeted CAMHS teams

12.1 NHS community mental health team (CMHT) worker for older people (OP) with mental health problems

Information taken from the Older People's Mental Health Mapping framework. ^{1, 2, 3} Using reference costs, ⁴ the mean average cost for all community mental health teams for older people with mental health problems in 2009 was £126 per face-to-face contact.

| Costs and unit estimation | 2009/2010 value | Notes | |
|---|---|---|--|
| A. Wages/salary | £31,878 per year | Based on median salaries for Agenda for Change (AfC) bands. ⁵ Weighted to reflect input of community nurses (43 per cent), social workers/approved social workers (12 per cent), consultants (6 per cent) and others. Weighted average salaries for each type of worker were multiplied by the proportion of that type of worker in the team to produce a generic CMHT (OP) worker salary. ¹ | |
| B. Salary oncosts | £6,839 per year | Based on employers' national insurance contribution and employers' superannuation at 14 per cent for NHS employees and 19 per cent for local authority workers. | |
| C. Overheads: - direct and indirect | £7,350 per year | Comprises £3,130 for indirect overheads and £4,220 direct overheads based on the proportion of management and administrative staff working in this team. $^{1.6}$ | |
| D. Capital overheads | £2,283 per year | Based on the new-build and land requirements of an NHS office and shared facilities for waiting, interviews and clerical support. ^{7,8} Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. | |
| E. Travel | £1.50 per visit | Taken from Netten and inflated using the retail price index.9 | |
| Working time | 41.3 weeks per annum 37.5 hours per week | Includes 29 days annual leave and 8 statutory leave days. Twelve days sickness leave a 5 study/training days are assumed. 10,11 Based on 1547 working hours. | |
| Ratios of direct to indirect time on: client-related work direct outputs face-to-face contact | 1:0.3 1:0.85 1:2.45 | Ratios are used to estimate the full cost of direct and indirect time required to deliver each output. A study ¹² found that 77 per cent of time was spent on all client-related work. Fifty-four per cent of time was spent on activities which generated direct outputs for clients either in the form of face-to-face contact or service liaison on their behalf. Direct contact with clients and carers occupied 29 per cent of working time. | |
| Frequency of visits Length of visits | 8 60 minutes | Average number of visits per week per worker. Average length of visits overall in teams. | |
| Caseload per CMHT | 32 cases per care staff | Based on mental health combined mapping data. In 2008/09 there were 389 cases per service and 32 cases per year per generic CMHT. | |
| London multiplier | 1.19 x (A to B) 1.45 x E | Allows for higher costs associated with working in London. 8,9,13 | |
| Non-London multiplier | 0.97 x (A to B) 0.97 x E | Allows for lower costs associated with working outside London. 8,9,13 | |

Unit costs available 2009/2010

£31 per hour; £41 per hour of client-related work; £58 per hour of direct output activity; £108 per hour of face-to-face contact; £1,791 average cost per case per team member per annum.

- 1 Care Services Improvement Partnership, Mental Health Strategies (2009) Combined Mapping Framework, http://www.mhcombinedmap.org/reports/aspx.
- 2 Lingard, J. & Milne, A. (2004) Commissioned by the Children, Older People & Social Care Policy Directorate, Integrating Older People's Mental Health Services, Community Mental Health Teams for Older People, http://www.olderpeoplesmentalhealth.csip.org.uk/silo/files/integrating-opmh-services.pdf
- 3 Mental Health Strategies (2009) 2008/09 National Survey of Investment in Adult Mental Health Services, Mental Health Strategies for the Department of Health, London.
- 4 http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_111591
- 5 The Information Centre (2010) NHS Staff Earnings June 2010, The Information Centre, Leeds.
- 6 Netten, A., Knight, J., Dennett, J., Cooley, R. & Slight, A. (1998) Development of a Ready Reckoner for Staff Costs in the NHS, Vol 2 Methodology, Personal Social Services Research Unit, University of Kent, Canterbury.
- 7 Building Cost Information Service (2009) Surveys of Tender Prices, March, BCIS, Royal Institute of Chartered Surveyors, London.
- 8 Based on personal communication with the Department for Communities and Local Government (2010) http://www.communities.gov.uk/documents/housing/xls/141389.xls.
- 9 Netten, A. (1992) Some cost implications of caring for people: interim report, PSSRU Discussion Paper 809/4, Personal Social Services Research Unit, University of Kent, Canterbury.
- 10 NHS Employers (2005) Agenda for Change, NHS Terms and Conditions of Service Handbook, NHS Employers, London.
- 11 The Information Centre (2010) Results of the NHS Sickness Absence Survey 2009, NHS Employers, London.
- 12 von Abendorff, R., Challis, D. & Netten, A. (1995) Case managers, key workers and multidisciplinary teams, PSSRU Discussion Paper 1038, Personal Social Services Research Unit, University of Kent, Canterbury.
- 13 Based on personal communication with the Department of Health (2009).

12.2 Community mental health team for adults with mental health problems

Composed of professionals from a wide range of disciplines, Community Mental Health Teams (CMHTs) are intended to provide an effective local mental health service that prioritises those whose problems are severe and long-term. ^{1,2} This year information has been taken from the mental health combined mapping website³ and is based on data received from 787 service providers. There is an average of 15 care staff per team. Using reference costs,⁴ the mean average cost for a community mental health team for adults with mental health problems in 2007 (there is no updated cost for 2008). Costs have been uprated using the HCHS Pay & Prices Inflator.

| Costs and unit estimation | 2009/2010 value | Notes | | |
|---|---|---|--|--|
| A. Wages/salary | £27,193 per year | Based on median salaries for Agenda for Change (AfC) bands. ⁵ Weighted to reflect input of community nurses (31 per cent), social workers/approved social workers (18 per cent), consultants (6 per cent) OTs and physiotherapists (5 per cent), carer support (5 per cent) and others. Weighted average salaries for each type of worker were multiplied by the proportion of that type of worker in the team to produce a generic CMHT worker salary. ² Volunteers have been costed using the minimum wage of £5.93 per hour. | | |
| B. Salary oncosts | £3,805 per year | Based on employers' national insurance contribution, and employers' superannuation at 14 per cent for NHS employees and 19 per cent for local authority workers. | | |
| C. Qualifications | | Information not available for all care staff. | | |
| D. Overheads: - direct and indirect - administrative and management costs | £5,270 per year £4,864 per year | Regional health authority overheads estimated to be 17 per cent of total salary costs. ² Based on the Adult Mental Health Service Mapping data and national salary for a grade 6 administrative and clerical staff worker. ^{2,3} | | |
| E. Capital overheads | £2,283 per year | Based on the new-build and land requirements of an NHS office and shared facilities for waiting, interviews and clerical support. 6.7 Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. | | |
| F. Travel | £1.50 per visit | Taken from Netten ⁸ and inflated using the retail price index. | | |
| Working time | 41.3 weeks per annum 37.5 hours per week | Includes 29 days annual leave and 8 statutory leave days. Twelve days sickness leave a 5 study/training days are assumed. 9,10 Based on 1547 working hours. | | |
| Ratio of direct to indirect time on: patient-related work face-to-face contact | 1:0.28 1:1.50 | Estimates on patient-related activity were taken from Jackson et al. who studied patterns of work in a CMHT. ¹¹ Patient-related work took 78 per cent, and face-to-face contact 40 per cent of time overall. | | |
| Caseload per CMHT | 24 cases per CMHT | Based on mental health combined mapping data. 1 Caseload data for 2008/09 was 404 cases per service and 24 cases per year per generic CMHT. | | |
| London multiplier | 1.19 x (A to B) 1.45 x E | Allows for higher costs associated with working in London. 6,7,12 | | |
| Non-London multiplier | 0.97 x (A to B) 0.97 x E | Allows for the lower costs associated with working outside London. 6.7,12 | | |

Unit costs available 2009/2010

£28 per hour; £36 per hour of client-related work; £70 per hour of face-to-face contact; £1,802 average cost per case per team member per year.

- 1 Onyett, S., Pillinger, T. & Muijen, M. (1995) Making Community Mental Health Teams Work, Sainsbury Centre for Mental Health, London.
- 2 Mental Health Strategies (2009) 2008/09 National Survey of Investment in Adult Mental Health Services, Mental Health Strategies for the Department of Health, London.
- 3 Care Services Improvement Partnership, Mental Health Strategies (2009) *Combined Mapping Framework*, http://www.mhcombinedmap.org/reports/aspx.
- $4 \quad http://www.dh.gov.uk/en/Publications and statistics/Publications/PublicationsPolicyAndGuidance DH_111591$
- 5 The Information Centre (2010) NHS Staff Earnings June 2010, The Information Centre, Leeds.
- 6 Building Cost Information Service (2010) Surveys of Tender Prices, March, BCIS, Royal Institute of Chartered Surveyors, London.
- 7 Based on personal communication with the Department for Communities and Local Government (2010) http://www.communities.gov.uk/documents/housing/xls/141389.xls.
- 8 Netten, A. (1992) Some cost implications of Caring for People: interim report, PSSRU Discussion Paper 809/4, Personal Social Services Research Unit, University of Kent, Canterbury.
- 9 NHS Employers (2005) Agenda for Change, NHS Terms and Conditions of Service Handbook, NHS Employers, London.
- 10 The Information Centre (2010) Results of the NHS Sickness Absence Survey 2009, NHS Employers, London.
- 11 Jackson, G., Percival, C., Gater, R. & Goldberg, D. (1996) Patterns of work in a multidisciplinary community mental health team, unpublished.
- 12 Based on personal communication with the Department of Health (2009).

12.3 Crisis resolution teams for adults with mental health problems

Crisis resolution is an alternative to inpatient hospital care for service users with serious mental illness, offering flexible, home-based care, 24 hours a day, seven days a week. This year information has been taken from the mental health combined mapping website and is based on data received from 270 service providers. There is an average of 17 care staff per team. Using reference costs, the mean average cost for a crisis resolution team for 2009 was £189 per team contact and the minimum range for 25 per cent of services was £149 and the maximum £216. Costs have been uprated using the HCHS Pay & Prices Inflator. Please note that 2009/2010 mapping data was not available in time for the preparation of this report and therefore is unchanged since last year. See the 2008/09 National Survey of Investment in Adult Mental Health Services for more information on this service.

| Costs and unit estimation | 2009/2010 value | Notes | |
|---|--|---|--|
| A. Wages/salary | £28,008 per year | Based on median salaries for Agenda for Change (AfC) bands. Weighted average salaries for each type of worker were multiplied by the proportion of that type of worker in the team to produce a generic Crisis Resolution work salary. Teams included medical staff, nurses, psychologists, social workers, so care and other therapists. | |
| B. Salary oncosts | £5,649 per year | Based on employers' national insurance contribution, and employers' superannuation at 14 per cent for NHS employees and 19 per cent for local authority workers. | |
| C. Training | | No costs available. Crisis resolution work involves a major re-orientation for staff who have been accustomed to working in different ways. | |
| D. Overheads: - direct and indirect - administrative and management costs | £5,722 per year £2,905 per year | Minghella (Minghella et al., 1998) estimated overheads for a crisis service to be 17 per cent of total salary costs. ⁵ Based on the Adult Mental Health Service Mapping data. ^{1,2} | |
| E. Capital overheads | £2,283 per year | Based on the new-build and land requirements of an NHS office and shared facilities for waiting, interviews and clerical support. ^{6,7} Costs have been annuitised over 60 years at a discount rate of 3.5 per cent. Minghella ¹ estimate capital costs to be 6 per cent of total costs. | |
| Working hours of team members | 41.3 weeks per annum 37.5 hours per week | Includes 29 days annual leave and 8 statutory leave days. Twelve days sickness leave and 5 study/training days are assumed. ^{8,9} Based on 1547 working hours. Weighted to reflect team composition. | |
| Service hours | 24 hours per day 7 days per week | Based on Sainsbury Centre for Mental Health, 2001. ³ In general, the team should operate seven days a week, 24 hours per day throughout the year. This can be done if two shifts a day are scheduled for mornings and afternoons. | |
| Length of episode | 27 days | The National Survey reported that 27 days was the average length of involvement. The mean longest time that teams stay involved is 75.6 days. 10 | |
| Caseload | 36 cases per service 2 cases per care staff | Based on mental health combined mapping data ¹ Caseload data for 2008/09 were 36 cases per service and 2 cases per year per Crisis Resolution team member. | |
| London multiplier | 1.19 x (A to B) 1.39 x E | Allows for higher costs associated with working in London. 6,7,11 | |
| Non-London multiplier | 0.97 x (A to B) 0.96 x E | Allows for lower costs associated with working outside London.6,7,11 | |

£29 per hour; £44,568 annual cost of team member; £21,465 average cost per case per year per team member.

¹ Care Services Improvement Partnership, Mental Health Strategies (2009) Combined Mapping Framework, http:// www.mhcombined map.org/reports/aspx.

² http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_111591

Mental Health Strategies (2009) 2008/09 National Survey of Investment in Adult Mental Health Services, Mental Health Strategies for the Department of Health, London.

⁴ The Information Centre (2010) NHS Staff Earnings June 2010, The Information Centre, Leeds.

⁵ Sainsbury Centre for Mental Health (2001) Mental Health Topics, Crisis Resolution, Sainsbury Centre for Mental Health, London.

⁶ Building Cost Information Service (2010) Surveys of Tender Prices, March, BCIS Royal Institute of Chartered Surveyors, London.

⁷ Based on personal communication with the Department for Communities and Local Government (2010) http:// www.communities.gov.uk/documents/housing/xls/141389.xls.

⁸ NHS Employers (2005) Agenda for Change, NHS Terms and Conditions of Service Handbook, NHS Employers, London.

⁹ The Information Centre (2010) Results of the NHS Sickness Absence Survey 2009, NHS Employers, London.

¹⁰ Onyett, S., Linde, K., Glover, G. et al. (2007) Crisis Resolution and Inpatient Mental Health Care in England, University of Durham.

¹¹ Based on personal communication with the Department of Health (2009).

12.4 Assertive Outreach Teams for adults with mental health problems

Assertive Outreach Teams provide intensive support for severely mentally ill people who are 'difficult to engage' in more traditional services. This year information has been taken from the mental health combined mapping website and is based on data received from 248 service providers. Please note that 2009/2010 mapping data was not available in time for the preparation of this report and therefore is unchanged since last year. See the 2008/09 National Survey of Investment in Adult Mental Health Services for more information on this service. Using reference costs, the mean average cost for an Assertive Outreach team contact for 2009 was £125, with the minimum range for 25 per cent of services being £107 and the maximum £139. Costs have been uprated using the HCHS Pay & Prices Inflator.

| Costs and unit | 2009/2010 | Notes | | |
|--|--|--|--|--|
| estimation | value | | | |
| A. Wages/salary | £26,602 per year | Based on median salaries for Agenda for Change (AfC) bands. Weighted average salaries for each type of worker were multiplied by the proportion of that type of worker in the team to produce a generic Assertive Outreach Team worker salary. Teams included doctors, nurses, psychologists, social workers, social care, other therapists and volunteers. ² | | |
| B. Salary oncosts | £4,926 per year | Based on employers' national insurance contribution, and employers' superannuation at 14 per cent for NHS employees and 19 per cent for local authority workers. | | |
| C. Overheads: - direct and indirect - administrative and | £5,360 per year | Regional health authority overheads estimated to be 17 per cent of total salary costs. ⁶ | | |
| management costs | £3,517 per year | Based on the Adult Mental Health Service Mapping data. 2,3 | | |
| D. Capital overheads | £2,283 per year | Based on the new-build and land requirements of an NHS office and shared facilities. 7.8 Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. | | |
| Ratio of direct contact to total contact time: face-to-face contacts | 1:0.48 | Of the assertive outreach team contacts, 68 per cent were face-to-face with the patient, 13 per cent were by telephone, 11 per cent of all attempts at contact ended in failure and a further 6 per cent involved contact with the carer (face-to-face or by phone). Of the face-to-face contacts with patients, 63 per cent took place in the patient's home or neighbourhood, 27 per cent in service settings and 10 per cent in other settings. | | |
| Working hours of team members | 41.3 weeks per annum 37.5 hrs per week | Includes 29 days annual leave and 8 statutory leave days. Twelve days sickness leave and 5 study/training days are assumed. ^{10,11} Based on 1547 working hours. Weighted to reflect team composition. | | |
| Service hours | 24 hours per day | Working hours of most services are flexible, although 24 hour services are rare. | | |
| Length of contact | 30 minutes | Median length of contact. Assertive outreach staff expect to see their clients frequently and to stay in contact, however difficult that may be. Typically studies have shown that at least 95 per cent of clients are still in contact with services even after 18 months. There is intensive frequency of client contact ideally an average of four or more contacts per week with each client. | | |
| Caseload | 72 cases per service 7 cases per care staff | Based on mental health combined mapping data. Caseload data for 2008/09 were 72 cases per service and 7 cases per year per Assertive Outreach team member. | | |
| London multiplier | 1.19 x (A to B) 1.39 x E | Allows for the higher costs associated with working in London. 7.8.,13 | | |
| Non-London multiplier | 0.97 x (A to B) 0.96 x E | Allows for lower costs associated with working outside London. 7.813 | | |

Unit costs available 2009/2010 (costs including qualifications given in brackets)

£28 per hour; £41 per hour of patient contact; £42,689 annual cost of team member; £6,163 average cost per case per team member;

¹ Sainsbury Centre for Mental Health (2001) Mental Health Topics, Assertive Outreach, Sainsbury Centre for Mental Health, (updated 2003), London.

² Care Services Improvement Partnership, Mental Health Strategies (2009) Combined Mapping Framework, http://www.mhcombinedmap.org/reports/aspx.

³ Mental Health Strategies (2009) 2008/09 National Survey of Investment in Adult Mental Health Services, Mental Health Strategies for the Department of Health, London.

 $^{4 \}quad http://www.dh.gov.uk/en/Publicationsand statistics/Publications/PublicationsPolicyAndGuidance/DH_111591$

⁵ The Information Centre (2010) NHS Staff Earnings June 2010, The Information Centre, Leeds.

⁶ Onyett, S. et al. (1995) Making Community Mental Health Teams Work, Sainsbury Centre for Mental Health, London.

⁷ Building Cost Information Service (2010) Surveys of Tender Prices, March, BCIS Royal Institute of Chartered Surveyors, London.

⁸ Based on personal communication with the Department for Communities and Local Government (2010) http://www.communities.gov.uk/documents/housing/xls/141389.xls.

⁹ Wright, C. et al. (2003) Assertive outreach teams in London: models of operation, British Journal of Psychiatry, 183, 2, 132-138.

¹⁰ NHS Employers (2005) Agenda for Change, NHS Terms and Conditions of Service Handbook, NHS Employers, London.

¹¹ The Information Centre (2010) Results of the NHS Sickness Absence Survey 2009, NHS Employers, London.

¹² http://www.iris-initiative.org.uk/assertiveoutreach.hmt.

¹³ Based on personal communication with the Department of Health (2009).

12.5 Early intervention teams for adults with mental health problems

Early intervention is a service for young people aged 14-35 during the first three years of a psychotic illness. They provide a range of services, including anti-psychotic medications and psycho-social interventions, tailored to the needs of young people with a view to facilitating recovery.¹ This year information has been taken from the mental health combined mapping website² and is based on data received from 150 service providers. There is an average of eight care staff per team. Using reference costs,³ the mean average cost for an early intervention team contact for 2009 was £183 with the minimum range for 25 per cent of services being £135 and the maximum £208. Costs have been uprated using the HCHS Pay & Prices Inflator. Please note that 2009/2010 mapping data was not available in time for the preparation of this report and therefore is unchanged since last year. See the 2008/09 National Survey of Investment in Adult Mental Health Services for more information on this service.⁴

| Costs and unit estimation | 2009/2010 value | Notes |
|--|--|---|
| A. Wages/salary | £28,401 per year | Based on median salaries for Agenda for Change (AfC) bands. ⁵ Weighted average salaries for each type of worker were multiplied by the proportion of that type of worker in the team to produce a generic Assertive Outreach Team worker salary. The teams included doctors, nurses, psychologists, social workers, social care, other therapists and volunteers. Loss of earnings based on the minimum wage has been assumed for volunteers. ² |
| B. Salary oncosts | £5,172 per year | Based on employers' national insurance contribution, and employers' superannuation at 14 per cent for NHS employees and 19 per cent for local authority workers. |
| C. Training | | There are a number of places across England. Sainsbury Centre for Mental Health runs a part-time postgraduate certificate (EIP) over a one-year period which includes 20 days of teaching. ⁶ |
| D. Overheads - direct and indirect - administrative and | £5,707 per year | Regional health authority overheads estimated to be 17 per cent of total salary costs. ⁷ Based on the Adult Mental Health Service Mapping data. ³ |
| management costs E. Capital overheads | £2,283 per year | Based on the new-build and land requirements of an NHS office and shared facilities. 8.9 |
| | | Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. |
| Working time per staff member | 41.3 wks per year 37.5 hrs per week | Includes 29 days annual leave and 8 statutory leave days. Twelve days sickness leave and 5 study/training days are assumed. 10,11 Based on 1547 working hours. Weighted to reflect team composition. |
| Service hours | | Teams tend to operate 9.00 a.m. – 5.00 p.m. but some flexibility is being planned. |
| Case load | 98 cases per service 9 cases per care staff | Based on mental health combined mapping data. ² Caseload data for 2008/09 were 98 cases per service and 9 cases per Early Intervention team member. |
| Ratio of direct to indirect time on: face-to-face contacts patient contact | | No information available |
| London multiplier | 1.19 x (A to B) 1.39 x E | Allows for higher costs associated with working in London. 8,9,12 |
| Non-London multiplier | 0.97 x (A to B) 0.96 x E | Allows for lower costs associated with working outside London. 8,9,12 |

£29 per hour. £45,497 annual cost of team member; £4,967 cost per case per team member.

¹ Sainsbury Centre for Mental Health (2003) A Window of Opportunity: A Practical Guide for Developing Early Intervention in Psychosis Services, Briefing 23, Sainsbury Centre for Mental Health, London.

² Care Services Improvement Partnership, Mental Health Strategies (2009) Combined Mapping Framework, http://www.mhcombinedmap.org/reports/aspx.

 $^{3 \}quad http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_111591$

⁴ Mental Health Strategies (2009) 2008/09 National Survey of Investment in Adult Mental Health Services, Mental Health Strategies for the Department of Health, London.

⁵ The Information Centre (2010) NHS Staff Earnings June 2010, The Information Centre, Leeds.

⁶ Sainsbury Centre for Mental Health (2004) Postgraduate Certificate in Early Intervention for Psychosis, Sainsbury Centre for Mental Health, London

⁷ Onyett, S. et al. (1995) Making Community Mental Health Teams Work, Sainsbury Centre for Mental Health, London.

⁸ Building Cost Information Service (2010) Surveys of Tender Prices, March, BCIS Royal Institute of Chartered Surveyors, London.

⁹ Based on personal communication with the Department for Communities and Local Government (2010) http://www.communities.gov.uk/documents/housing/xls/141389.xls.

¹⁰ NHS Employers (2005) Agenda for Change, NHS Terms and Conditions of Service Handbook, NHS Employers, London.

¹¹ The Information Centre (2010) Results of the NHS Sickness Absence Survey 2009, NHS Employers, London.

¹² Based on personal communication with the Department of Health (2009).

12.6 Generic single disciplinary CAMHS teams

These teams are staffed by only one clinical profession and provide services for children and young people with particular problems requiring particular types of intervention and within a defined geographical area. The information is taken from the Child Health CAMHS and Maternity Mapping database and is based on returns from 3,604 teams.^{2,3}

The staff of these teams were almost exclusively clinical psychologists, educational psychologists and other therapists. The exceptions were teams of primary mental health workers giving a focus on provision of psychological therapies. There were returns from 60 generic single disciplinary teams with an average staff ratio of 4.13 wte per team (excluding administrative staff and managers). Costs have been uprated to 2009/2010 price levels using the appropriate inflators.

| Costs and unit estimation | 2009/2010 value | Notes | |
|--|--------------------------------------|--|--|
| A. Wages/salary plus oncosts | £39,730 per year | Average salary for single generic team member based on National Child and Adolescent Mental Health Service Mapping data and median salaries for Agenda for Change (AfC) bands. ⁴ | |
| B. Overheads - travel, training, drugs and equipment costs - managers and administrative staff | £3,064 per year £5,574 per year | Average overheads per team based on National Child and Adolescent Mental Health Service Mapping data. ² Overheads include travel, training, drugs and equipment costs and other costs directly attributable to the team. The National Child and Adolescent Mental Health Service Mapping data show that the ratio of management/administrative staff to care per team is 1:4.03. ² Salary is weighted to take account of the ratio of managers to administrative staff based on the mean salaries of bands 8a and 4 of the NHS Staff Earnings. | |
| C. Capital overheads | £2,283 per year | Based on the new-build and land requirements of an NHS office and shared facilities. ^{5,6} Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. Based on the assumption that each team has one shared office. | |
| Working time | 42 wks per year 37.5 hrs per week | Includes 29 days annual leave and 8 statutory leave days. Twelve days sickness leave and 5 study/training days are assumed. ^{7,8} Based on 1575 working hours. Weighted to reflect team composition. | |
| Ratio of direct to indirect time on: patient-related work face-to-face contact | 1:0.63 1:1.06 | Information taken from National Child and Adolescent Mental Health Service Mapping data. Staff activity was reported at the team level by Strategic Health Authority (SHA) averaging as follows: education and training (9 per cent), research and evaluation (5 per cent), admin and management (23 per cent), consultation and liaison (13 per cent) and clinical (49 per cent). | |
| Length of episode | | 26 per cent of cases lasted for 4 weeks or less, 25 per cent for 13 weeks or less, 18 per cent for 26 weeks or less, 16 per cent for 52 weeks or less and 15 per cent for more than 52 weeks. | |
| Caseload per team | 60 cases per team | Based on 60 teams and a caseload of 3,604. ² | |
| London multiplier | 1.19 x A 1.39 x C | Allows for higher costs associated with working in London. 5,6,9 | |
| Non-London multiplier | 0.97 x A 0.96 x C | Allows for lower costs associated with working outside London. 5,6,9 | |

£32 per hour per team member; £52 per hour per patient-related activity; £66 per hour per team member face-to-face contact; £3,366 average cost per case per team

¹ YoungMinds (2001) Guidance for Primary Care Trusts, Child and Adolescent Mental Health: Its Importance and How to Commission a Comprehensive Service, Appendix 3: Key Components, Professionals and Functions of Tiered Child and Adolescent Mental Health Services, Child and Adolescent Mental Health Services, http://www.youngminds.org.uk/pctguidance/app3.php.

² Child Health CAMHS and Maternity Mapping (2009) Durham University & Department of Health, http:// www.childhealthmapping.org.uk.

³ The CAMHS team cost data is no longer being collected so information for this schema has been uprated this year.

⁴ The Information Centre (2010) NHS Staff Earnings June 2010, The Information Centre, Leeds.

⁵ Building Cost Information Service (2010) Surveys of Tender Prices, March, BCIS Royal Institute of Chartered Surveyors, London.

⁶ Based on personal communication with the Department for Communities and Local Government (2010) http:// www.communities.gov.uk/documents/housing/xls/141389.xls.

⁷ NHS Employers (2005) Agenda for Change, NHS Terms and Conditions of Service Handbook, NHS Employers, London.

⁸ The Information Centre (2010) Results of the NHS Sickness Absence Survey 2009, NHS Employers, London.

⁹ Based on personal communication with the Department of Health (2009).

12.7 Generic multidisciplinary CAMHS teams

The CAMHS Service Mapping data is based on returns from 2,094 teams and multidisciplinary teams made up 57 per cent of the workforce. There were 481 generic teams of which 421 were multidisciplinary. Generic teams provide the backbone of specialist CAMHS provision ensuring a range of therapeutic interventions were available to children, young people and families locally. Multidisciplinary generic teams, as the name implies, were largely staffed by a range of mental health professionals. The average size of multidisciplinary teams was 10.9 wte (excluding administrative staff and managers). Costs have been uprated to 2009/2010 price levels using the appropriate inflators.

| Costs and unit estimation | 2009/2010 value | Notes | |
|---|---|---|--|
| A. Wages/salary plus oncosts | £55,212 per year | Average salary plus oncosts for a generic multi-disciplinary team member based on National Child and Adolescent Mental Health Service Mapping data and median salaries for Agenda for Change (AfC) bands. ^{3,3} The teams (excluding administrative and unqualified staff) included nurses (22 per cent), doctors (18 per cent), social workers (9 per cent), clinical psychologists (15 per cent), child psychotherapists (5 per cent), occupational therapists (2 per cent), mental health workers (10 per cent), family therapists (5 per cent), educational psychologists (1 per cent) and other qualified therapists and care staff (13 per cent). ¹ | |
| B. Overheads: - travel, training, drugs and equipment costs - managers and administrative staff | £4,647 per year £5,336 per year | Average overheads per team based on National Child and Adolescent Mental Health Service Mapping data. 1 Overheads include travel, training, drugs and equipment costs and other costs directly attributable to the team. The National Child and Adolescent Mental Health Service Mapping data show that the ratio of care staff to management/administrative staff per team is 1:3.44. Salary is weighted to take account of the ratio of managers to administrative staff based on spinal points 36 and 18 of the national average salaries. | |
| C. Capital overheads | £2,283 per year | Based on the new-build and land requirements of an NHS office and shared facilities ^{4,5} Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. Based on the assumption that each team has one shared office. | |
| Working time | 42 weeks per year 45.73 hours per week | Includes 29 days annual leave, 8 statutory leave days and 12 days sickness leave. 6.7 Assumes 6 study/training days. Working hours weighted to reflect team composition. Unit costs based on 1,933 hours working hours per year. | |
| Ratio of direct to indirect time on: patient-related work face-to-face contact | 1:0.63 1:1.06 | Information taken from National Child and Adolescent Mental Health Service Mapping data. Staff activity was reported at the team level by Strategic Health Authority (SHA) averaging as follows: education and training (9 per cent), research and evaluation (5 per cent), admin and management (23 per cent), consultation and liaison (13 per cent) and clinical (49 per cent). | |
| Length of episode (all CAMHS teams) | | 19 per cent of cases lasted for 4 weeks or less, 21 per cent for 13 weeks or less, 19 per cent for 26 weeks or less, 17 per cent for 52 weeks or less and 25 per cent for more than 52 weeks. | |
| Caseload per team | 191 cases per team | Based on 421 teams and 80,386 cases. ¹ | |
| London multiplier | 1.19 x A 1.39 x C | Allows for higher costs associated with working in London. 4,5,8 | |
| Non-London multiplier | 0.97 x A 0.96 x C | Allows for lower costs associated with working outside London. 4,5,8 | |

Unit costs available 2009/2010

£35 per hour per team member; £57 cost per hour per team member for patient-related activities; £72 cost per hour per team member for face-to-face contact; £3,722 average cost per case per team.

¹ Child Health CAMHS and Maternity Mapping (2009) Durham University & Department of Health, http://www.childhealthmapping.org.uk.

² The CAMHS team cost data is no longer being collected so information for this schema has been uprated this year.

³ The Information Centre (2010) NHS Staff Earnings June 2010, The Information Centre, Leeds.

⁴ Building Cost Information Service (2009) Surveys of Tender Prices, March, BCIS Royal Institute of Chartered Surveyors, London.³

⁵ Based on personal communication with the Department for Communities and Local Government (2010) http://www.communities.gov.uk/documents/housing/xls/141389.xls.

⁶ NHS Employers (2005) Agenda for Change, NHS Terms and Conditions of Service Handbook, NHS Employers, London.

⁷ The Information Centre (2010) Results of the NHS Sickness Absence Survey 2009, NHS Employers, London.

⁸ Based on personal communication with the Department of Health (2009).

12.8 Dedicated CAMHS teams

Dedicated workers are fully trained child and adolescent mental health professionals who are out-posted in teams that are not specialist CAMHS teams but have a wider function, such as a youth offending team or a generic social work children's team.

The information is based on National Child and Adolescent Mental Health Service Mapping data and returns from 2,094 teams.^{1,2} There were returns from 133 dedicated teams with an average staff ratio of 2.2 wte per team (excluding administrative staff and managers). Costs have been uprated to 2009/2010 price levels using the appropriate inflators.

| Costs and unit estimation | 2009/2010 value | Notes |
|--|---|--|
| A. Wages/salary plus oncosts | £40,816 per year | Average salary plus oncosts for a team member working in a dedicated team based on National Child and Adolescent Mental Health Service Mapping data ¹ and on the 128 dedicated teams. Salaries are based on median salaries for Agenda for Change (AfC) bands. ³ The teams included nurses (27 per cent), doctors (3 per cent), clinical psychologists (16 per cent), educational psychologists (3 per cent), social workers (6 per cent) child psychotherapists (2 per cent), mental health workers (28 per cent) and other therapists and care staff (15 per cent). ¹ |
| B. Overheads: - travel, training drugs and equipment costs - managers and | £5,445 per year | Average overheads per team based on National Child and Adolescent Mental Health Service Mapping data. Overheads include travel, training, drugs and equipment costs and other costs directly attributable to the team. |
| administrative staff | £3,683 per year | The National Child and Adolescent Mental Health Service Mapping data show that the ratio of management/administrative staff to care per team is 1:6.4. Salary is weighted to take account of the ratio of managers to administrative staff based on spinal points 36 and 18 of the national average salaries. |
| C. Capital overheads | £2,283 per year | Based on the new-build and land requirements of an NHS office and shared facilities. 4.5 Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. Based on the assumption that each team has one shared office. |
| Working time | 42 weeks per year 37.7 hours per week | Includes 29 days annual leave and 8 statutory leave days. ² Assumes 6 study/training days, and 8 days sickness leave. Working hours weighted to reflect team composition. Based on 1,586 hours working hours per year. |
| Ratio of direct to indirect time on: patient-related work face-to-face contact | 1:0.63 1:1.06 | Information taken from National Child and Adolescent Mental Health Service Mapping data. Staff activity was reported at the team level by Strategic Health Authority (SHA) averaging as follows: education and training (9 per cent), research and evaluation (5 per cent), admin and management (23 per cent), consultation and liaison (13 per cent) and clinical (49 per cent). |
| Length of episode | | 30 per cent of cases lasted for 4 weeks or less, 30 per cent for 13 weeks or less, 19 per cent for 26 weeks or less, 11 per cent for 52 weeks or less and 10 per cent for more than 52 weeks. |
| Caseload | 35 cases per team | Based on 133 teams and 4,596 cases. ¹ |
| London multiplier | 1.19 x A | Allows for higher costs associated with working in London. 4,5,6 |
| Non-London multiplier | 0.97 x A | Allows for lower costs associated with working outside London. 4,5,6 |

Unit costs available 2009/2010

£33 per hour per team member; £54 per hour of patient-related activity, £68 per hour of face-to-face contact, £3,185 average cost per case per team.

¹ Child Health CAMHS and Maternity Mapping (2009) Durham University & Department of Health, http://www.childhealthmapping.org.uk.

² The CAMHS team cost data is no longer being collected so information for this schema has been uprated this year.

³ The Information Centre (2010) NHS Staff Earnings June 2010, The Information Centre, Leeds.

⁴ Building Cost Information Service (2010) Surveys of Tender Prices, March, BCIS Royal Institute of Chartered Surveyors, London.

⁵ Based on personal communication with the Department for Communities and Local Government (2010) http://www.communities.gov.uk/documents/housing/xls/141389.xls.

⁶ Based on personal communication with the Department of Health (2009).

12.9 Targeted CAMHS teams

These teams provide services for children and young people with particular problems or for those requiring particular types of therapeutic interventions. The information is based on National Child and Adolescent Mental Health Service Mapping data and returns from 335 teams.^{1,2} The average staff ratio was 4.2 wte per team (excluding administrative staff and managers). Costs have been uprated to 2009/2010 price levels using the appropriate inflators.

| Costs and unit estimation | 2009/2010 value | Notes |
|---|--|---|
| A. Wages/salary plus oncosts | £43,211 per year | Average salary for a team based on National Child and Adolescent Mental Health Service Mapping data. Salaries are based on median salaries for Agenda for Change (AfC) bands. Teams included nurses (20 per cent), doctors (6 per cent), social workers (15 per cent), clinical psychologists (22 per cent), educational psychologists (1 per cent), Child psychotherapists (3 per cent), family therapists (4 per cent) and other therapists and care staff (29 per cent). |
| B. Overheads: - travel, training, drugs and equipment costs | £4,374 per year | Average overheads per team based on National Child and Adolescent Mental Health Service Mapping data. Overheads include travel, training, drugs and equipment costs and other costs directly attributable to the team. |
| - managers and administrative staff | £3,707 per year | The National Child and Adolescent Mental Health Service Mapping data show that the ratio of management/administrative staff to care staff per team is 1:5.14. Salary is weighted to take account of the ratio of managers to administrative staff based on spinal points 36 and 18 of the national average salaries. |
| C. Capital overheads | £2,283 per year | Based on the new-build and land requirements of an NHS office and shared facilities. 4,5 Capital costs have been annuitised over 60 years at a discount rate of 3.5 per cent. Based on the assumption that each team has one shared office. |
| Working time | 42 weeks per year 37.9 hours per week | Includes 29 days annual leave and 8 statutory leave days. Assumes 6 study/training days, and 8 days sickness leave. Working hours weighted to reflect team composition. Unit costs based on 1,599 hours working hours per year. |
| Ratio of direct to indirect time on: patient-related work face-to-face contact | 1:0.63 1:1.06 | Information taken from National Child and Adolescent Mental Health Service Mapping data. Staff activity was reported at the team level by Strategic Health Authority (SHA) averaging as follows: education and training (9 per cent), research and evaluation (5 per cent), admin and management (23 per cent), consultation and liaison (13 per cent) and clinical (49 per cent). |
| Length of episode | | 22 per cent of cases lasted for 4 weeks or less, 24 per cent for 13 weeks or less, 18 per cent for 26 weeks or less, 16 per cent for 52 weeks or less and 20 per cent for more than 52 weeks. |
| Caseload | 47 cases per team | Based on 335 teams and 15,653 cases. ¹ |
| London multiplier | 1.19 x A | Allows for higher costs associated with working in London. 4,5,6 |
| Non-London multiplier | 0.97 x A | Allows for lower costs associated with working in London. 4,5,6 |

Unit costs available 2009/2010

£34 per hour per team member; £55 cost per hour per team member for patient-related activities; £70 cost per hour per team member for face-to-face contact; £4,788 average cost per case.

¹ Child Health CAMHS and Maternity Mapping (2009) Durham University & Department of Health, http://www.childhealthmapping.org.uk.

² The CAMHS team cost data is no longer being collected so information for this schema has been uprated this year.

³ The Information Centre (2010) NHS Staff Earnings June 2010, The Information Centre, Leeds.

⁴ Building Cost Information Service (2009) Surveys of Tender Prices, March, BCIS Royal Institute of Chartered Surveyors, London.

⁵ Based on personal communication with the Department for Communities and Local Government (2010) http://www.communities.gov.uk/documents/housing/xls/141389.xls.

⁶ Based on personal communication with the Department of Health (2009).