



Social Work Reports Ltd Immigration and Mental Health work with law firms in the UK



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D a n i e l S e y m o u r

R M N

I qualified as a Registered Mental Health Nurse (RMN) in 1982 and have experience of working directly with young people and adults of working age within the NHS and private sectors; working in direct operational management in NHS Mental Health and Forensic Services since 1990, community and inpatient teams in General and Forensic psychiatry, Child and Adolescent Mental Health Services (CAMHS), Drug and Alcohol Misuse, Assertive Outreach, Eating Disorders, Services for People with Obsessive Compulsive Disorder (OCD), Body Dysmorphic Disorder, Post Traumatic Stress Disorder (PTSD) and Neuropsychiatry.

I personally established the Court Assessment and Diversion Service for the whole of West Sussex and established local Mental Disorder Forensic Services in West Sussex. I played a key coordinating role in the facilitation and development of a county-wide strategy for Forensic and Quasi-Forensic Service Users in West Sussex. I am trained as a Serious Untoward Incidents Investigator, am the co-author of West Sussex Review of Services for Mentally Disordered Offenders and Others Requiring Similar Services and Violent Incidents in a Regional Secure unit (Rix and Seymour 1988)

Later in my career, I acted as a Registered Manager in care homes, ensuring that CQC standards were met or surpassed, addressing challenges in activity, workforce, finance and service development, writing and implementing risk assessments, policies and procedures.

EDUCATION:

1982 Registration in Mental Health Nursing (RMN)

Southampton University Hospitals.

1986 Control & Restraint (Basic),

Home Office

1987 Control & Restraint Instructors Course

Broadmoor High Security Hospital.

1988 Management and Leadership

Worthing District Health Authority

- 1990 **Certificate in Management Studies**
Northbrook College, Worthing, West Sussex
- 2000 **Cognitive Interviewing**
Worthing Priority Care NHS Trust
- 2003 **Serious Untoward Incident Investigation**
West Sussex Health & Social Care NHS Trust

PRESENT POST:

I am an expert in and have extensive experience in transformational work and trouble shooting. I am primarily moved/sub-contracted in to hospitals, units and care homes where untoward incidents have occurred. I review systems, make policy and procedural changes, review and improve practice, while ensuring compliance.

I predominately work and provide my services in privately run secure units and nursing homes. I have attended and provided reports and my expertise to Service Directors, Trust Boards, Chief Executives and the Courts, predominately the Coroner's Court.

PREVIOUS POSTS:

Oct 2012 – Nov 2013

Registered Manager, Aarons Neurological Rehabilitation unit, Rushcliffe Care Ltd, Loughborough, Leicestershire.

- **Transformation work:** Acting as Registered Manager, ensuring that CQC standards were met or surpassed in this busy unit, addressing challenges in activity, workforce, finance and service development.
- Writing and implementing risk assessments, policies and procedures.
- Assessing all newly referred patients prior to admission and ensuring that they receive optimal care through the multidisciplinary team.

Jan 2010– Oct 2012

Ward Manager, Meadow View Low Secure Hospital, (Curate Hospitals), Glentworth, Lincolnshire

- **Transformation work:** Ensuring, through clinical leadership and management, the achievement of Low Secure Standards, CQUIN, QUIPP and other key performance indicators through improved clinical care and capture of activity information.
- Transformational work and trouble shooting.
- Reviewing systems, making policy and procedural changes, reviewing and improving practice, while ensuring compliance.
- Working as a Serious Untoward Incidents Investigator.
- provided his reports and expertise to Service Directors, Trust Boards, Chief Executives and the Courts, in a number of cases, predominately the Coroner's Court.

- Writing and implementing risk assessments, policies and procedures.
- Developing duty rota systems to coordinate the workforce schedules for the entire financial year for 60 staff spread over two wards. I was able to plan and monitor complex gender and skill mix requirements and minimise staffing costs while monitoring sickness absence, training leave and annual leave.
- Developing quality monitoring systems.

Feb 2010 – current

Director, Social Work Reports Ltd

- Development of a professional, legal assessment and report compiling business.
- Writing and implementing risk assessments, policies and procedures.

Aug 2008 – Jan 2010

Service Manager, Specialist Services, Springfield Hospital, South West London and St George's NHST, Tooting, London.

- **Transformation work:** Managing eight specialist services (120 staff, budget £6.5m) including The St. George's National Eating Disorder Service at Springfield, The Post Traumatic Stress Disorder Service, The Neuropsychiatry Department and The National Service for People with Obsessive Compulsive Disorder and Body Dysmorphia.
- Transformational work and trouble shooting.
- Reviewing systems, making policy and procedural changes, reviewing and improving practice, while ensuring compliance.
- Working as a Serious Untoward Incidents Investigator.
- providing reports and expertise to Service Directors, Trust Boards, Chief Executives and the Courts, predominately the Coroner's Court.
- Writing and implementing risk assessments, policies and procedures.

Jan 2008 – Aug 2008

Acting Ward Manager, St. George's Eating Disorder Service, Springfield Hospital, Tooting, London.

- **Transformation work:** Improve the performance of the professorial inpatient eating disorders unit.
- Restoration of systems.
- Implementation of risk assessments, policies and procedures.
- Manage staff.
- Transformational work and trouble shooting.
- Reviewing systems, making policy and procedural changes, reviewing and improving practice, while ensuring compliance.
- Working as a Serious Untoward Incidents Investigator.
- providing reports and expertise to Service Directors, Trust Boards, Chief Executives and the Courts, predominately the Coroner's Court.
- Writing and implementing risk assessments, policies and procedures.

April 2007 – July 2009

Agency nurse (RMN)

- **Transformation work:** Acting as a Registered Mental Nurse in community, inpatient settings and care homes, administering medication as prescribed, implementing care plans.
- Leading shifts, coordinating care, ensuring patient and resident safety, effective care and a positive experience for recipients of care.
- Liaison with any other agencies and relatives.
- Transformational work and trouble shooting.
- Reviewing systems, making policy and procedural changes, reviewing and improving practice, while ensuring compliance.
- Working as a Serious Untoward Incidents Investigator.
- providing reports and expertise to Service Directors, Trust Boards, Chief Executives and the Courts, predominately the Coroner's Court.
- Writing and implementing risk assessments, policies and procedures.

Jun 2005 – Aug 2006

Manager, Adur Community Mental Health Team Sussex Partnership NHS Trust, Shoreham, West Sussex.

- Writing and implementing risk assessments, policies and procedures.
- Leading and managing a multidisciplinary community mental health team.
- Ensuring that referrals were rapidly and smoothly allocated on the basis of skills.
- Reviewing systems, making policy and procedural changes, reviewing and improving practice, while ensuring compliance.
- Working as a Serious Untoward Incidents Investigator.
- providing reports and expertise to Service Directors, Trust Boards, Chief Executives and the Courts, predominately the Coroner's Court.
- Writing and implementing risk assessments, policies and procedures.

Nov 2003 - Mar 2005

Integrated Team Manager, Sussex Partnership NHS Trust, Central Worthing Sector.

- Writing and implementing risk assessments, policies and procedures.
- Leading and managing a multidisciplinary community mental health team.
- Ensuring that referrals were rapidly and smoothly allocated on the basis of skills.
- Reviewing systems, making policy and procedural changes, reviewing and improving practice, while ensuring compliance.
- Working as a Serious Untoward Incidents Investigator.
- providing reports and expertise to Service Directors, Trust Boards, Chief Executives and the Courts, predominately the Coroner's Court.
- Writing and implementing risk assessments, policies and procedures.

1998 – 2003

Tertiary Services Coordinator/ Substance Misuse Services Manager, West Sussex Health & Social Care NHS Trust, Worthing Locality, including Adur and Arun (establishing the West Sussex Court Assessment and Diversion Service).

- Writing and implementing risk assessments, policies and procedures.
- Leading and managing a multidisciplinary community mental health team.
- Ensuring that referrals were rapidly and smoothly allocated on the basis of skills.
- Supervising caseloads to ensure best practice, effective liaison with other teams, agencies to achieve case progression.
- Reviewing systems, making policy and procedural changes, reviewing and improving practice, while ensuring compliance.
- Working as a Serious Untoward Incidents Investigator.
- providing reports and expertise to Service Directors, Trust Boards, Chief Executives and the Courts, predominately the Coroner's Court.
- Writing and implementing risk assessments, policies and procedures.

1996 – 1998

Community Clinical Team Leader (Working Age Services), Worthing Priority Care NHS Trust, Worthing, Adur and Arun areas.

- Writing and implementing risk assessments, policies and procedures.
- Leading and managing a multidisciplinary community mental health team.
- Ensuring that referrals were rapidly and smoothly allocated on the basis of skills.
- Supervising caseloads to ensure best practice, effective liaison with other teams, agencies to achieve case progression.
- Reviewing systems, making policy and procedural changes, reviewing and improving practice, while ensuring compliance.
- Working as a Serious Untoward Incidents Investigator.
- providing reports and expertise to Service Directors, Trust Boards, Chief Executives and the Courts, predominately the Coroner's Court.
- Writing and implementing risk assessments, policies and procedures.

1995 – 1996

Acting Deputy Director of Mental Health Services, Worthing Priority Care NHS Trust, Worthing, Adur and Arun areas.

- Acting on behalf of the Director of the Mental Health Directorate as required.
- Writing and implementing risk assessments, policies and procedures.
- Establishing the Court Assessment and Diversion Service for all of the courts of West Sussex and setting up local Forensic Mental Health Services in West Sussex.
- Coordinating all shareholders in the review, facilitation and development of a county-wide strategy for Forensic Mental Health Service Users in West Sussex.
- Attending Multi-Agency Public Protection meetings on behalf of the Directorate.

1993 – 1995

Specialist Services Manager, Worthing Priority Care NHS Trust, Worthing, Adur and Arun areas, Worthing, West Sussex.

- Writing and implementing risk assessments, policies and procedures.
- Leading and managing multidisciplinary community mental health team.
- Ensuring that referrals were rapidly and smoothly allocated on the basis of skills.
- Supervising caseloads to ensure best practice, effective liaison with other teams, agencies to achieve case progression.
- Coordinating all shareholders in the review, facilitation and development of a county-wide strategy for Forensic Mental Health Service Users in West Sussex.
- Reviewing systems, making policy and procedural changes, reviewing and improving practice, while ensuring compliance.
- Working as a Serious Untoward Incidents Investigator.
- providing reports and expertise to Service Directors, Trust Boards, Chief Executives and the Courts, predominately the Coroner's Court.
- Writing and implementing risk assessments, policies and procedures.

1991 – 1993

Sector Manager (Adur Sector), Worthing District Health Authority, Adur District, West Sussex.

- Establishing a community mental health team, identifying suitable premises.
- Writing the operational policies and procedures for that team.
- Developing and implementing risk assessments.
- Leading and managing a multidisciplinary community mental health team.
- Ensuring that referrals were rapidly and smoothly allocated on the basis of skills.
- Supervising caseloads to ensure best practice, effective liaison with other teams, agencies to achieve case progression.
- Reviewing systems, making policy and procedural changes, reviewing and improving practice, while ensuring compliance.
- Working as a Serious Untoward Incidents Investigator.
- providing reports and expertise to Service Directors, Trust Boards, Chief Executives and the Courts, predominately the Coroner's Court.
- Writing and implementing risk assessments, policies and procedures.

1990 – 1991

Clinical Nurse Manager, Homefield Hospital, Worthing District Health Authority, Worthing, West Sussex.

- Leading and managing inpatient mental health team of 60 nursing staff.
- Ensuring that referrals were rapidly and smoothly allocated on the basis of skills.
- Writing the operational policies and procedures for that team.

- Overseeing clinical practice, to ensure maximum clinical effectiveness with minimum risk in two busy acute admission wards.
- Effective liaison with other teams, agencies to achieve case progression.