

Trust Board meeting		Date:	27 September 2017
<b>Agenda item</b>	<b>Title</b>	<b>Executive Director lead and presenter</b>	<b>Report author</b>
BD/17/135	Chief Executive report	Hayley Richards, Chief Executive	Hayley Richards, Chief Executive
<b>This report is for:</b>			
Decision			
Discussion			X
To Note			X
<b>History</b>			
None.			
<b>The following impacts have been identified and assessed within this report</b>			
Equality	X		
Quality	X		
Privacy	X		
<b>Executive summary of key issues</b>			
This report summarises the work of the Chief Executive during August and September 2017 and notes national and regional developments.			
The Board is asked to <b>note</b> the report.			
<b>This report addresses these strategic priorities:</b>			
We will support our service users and carers:	X		
We will engage our staff:	X		
We will be sustainable:	X		

## 1. National issues

### **Stepping Forward to 2020/21: the mental health workforce plan for England**

Health Education England published Stepping forward to 2020/21: the mental health workforce plan for England. The workforce plan is intended to support the delivery of the Five Year Forward View for Mental Health and will draw on its funding. The plan is mainly concerned with the formal, specialist mental health workforce employed by mental health trusts and other NHS-funded providers. NHS Employers welcomed the announcement but said it will take some time for the full benefit to be felt.

You can access more information and the full report via this link:

<https://www.gov.uk/government/news/thousands-of-new-roles-to-be-created-in-mental-health-workforce-plan>

### **The Future of the Mental Health Workforce**

Launched on 19 September 2017, this report was written by the Centre for Mental Health on behalf of the NHS Confederation Mental Health Network. The project was commissioned by NHS Employers and supported by Health Education England.

As mental health services go through great changes in the way they are designed and delivered, it is vital that the workforce can deliver these new models and meet the rising demand for care. It is in this context that 'The Future of the Mental Health Workforce' report explores what the future workforce should look like over the medium to long term and presents key findings from a review of the current workforce and current policy as well as the views of people who work in and use mental health services. The report makes recommendations that cover:

- The current workforce in specialist, NHS-funded mental health services in England
- Current policy and its impact on the future workforce
- The views of people who work in and use mental health services, obtained through a series of consultation events and roundtable meetings held across the country early in 2017.

You can access the full report via this link:

[http://www.nhsconfed.org/~media/Confederation/Files/Publications/Documents/CentreforMentalHealth\\_Future\\_mental\\_health\\_workforce.pdf](http://www.nhsconfed.org/~media/Confederation/Files/Publications/Documents/CentreforMentalHealth_Future_mental_health_workforce.pdf)

## 2. Local issues

Events have included the Reality Check Festival in Bristol, the only festival ever to be organized by a whole early intervention service in the UK. The event featured live music and inspirational talks from people with either lived experience of psychosis or lived experience of caring for someone with psychosis and aimed to fight stigma, promote hope, offer easy accessible information, inspiration, help and support.

Bristol Recovery Festival showcased and celebrated the achievements of people in recovery from problematic alcohol or drug use. Now in its fifth year, the event brought together people from recovery communities across Bristol and the South West. Motivational talks and the sharing of recovery experiences enabled individuals and groups to inspire others, dispel myths around treatment and recovery, while celebrating the determination and achievements of participants.

## 3. Trust issues

### **Annual General Meeting**

The Trust held a very successful Annual General Meeting at Callington Road Hospital this month. I was delighted that we had excellent attendance, including service users, staff and representatives from partner organisations.

The meeting included presentations on finance, quality and future strategy and lively discussion about service user and carer involvement, diversity and public sector pay.

### **AWP in Bloom**

Five gardens across the Trust have been improved through the annual AWP in Bloom competition. The judging team – including horticultural supervisor Katy Hassard from social enterprise Organic Blooms, National Trust Dyrham Park gardening volunteer Andrew Allsop and AWP HR and finance directors Julian Feasby and Simon Truelove - visited each site and met the gardening teams, made up of staff, service users and carers.

While all five gardens deserved recognition, the judges eventually managed to decide the winners of the three categories:

- Biggest Transformation of a Garden Award: Beechlydene
- Promoting Recovery through Service User Involvement Award: Larch Unit
- Best Garden Award: Elmham Way

### **Severn Ward re-opening**

Fromeside's Severn Ward has re-opened following eight weeks of building and refurbishment works. The ward combines the former Avon and Siston wards, creating an additional bed, improving the service and environment and creating a more supportive team structure for staff. The service remained operational during the works.

Severn Ward supports men early in their rehabilitation journey as well as those progressing towards a move into the community. The focus is on skills for independent living and so the ward features a new kitchen and dining area for use by those who are self-catering. Service users worked with staff to decide what kind of space was needed and to choose furnishings and colour schemes.

Service users, staff and community colleagues took part in a celebration event which I attended along with Specialised, Secure Services and CAMHS clinical and associate operational directors Tim Williams and Sarah Branton.

### **Listening into Action (LiA)**

Eight CrowdFixing conversations have been hosted by me and the LiA sponsor group across the Trust focusing on staff frustrations and the collective actions we might consider to improve our day to day working lives. A number of immediate 'Quick Wins' have been made including out of hours car parking at one of our local acute trusts for on-call medical staff; providing a computer for a member of staff at Fromeside; repair work at one of our Bristol sites and keeping the staff awards open for an additional week to allow staff the opportunity to contribute - to identify just a few.

Information captured live at the events is now in the process of being collated along with that received from the PulseCheck to help us determine our response and lead on 'action'.

Feedback from staff has been overwhelmingly positive with comments including:

“As an unregistered practitioner I feel I have been listened to and that I have been able to talk about changes I feel are important.”

“Hopeful that action and change is possible.”

“Optimistic that organisational change can be a reality without too many barriers.”

“Good to have Hayley leading this and to see senior colleagues engaging in discussions with a wide variety of participants.”

Our pioneer teams are continuing their 20 week improvement journey and we have a number of teams from across the trust who have identified a wish to take part in 'wave 2' which will be launched at our 'Pass it on' event on 6 November at the Somerdale Pavillion, Keynsham.

The sponsor group will be attending the next LiA Navigation Day on 26 September in Birmingham.

## Daisy Unit

The Daisy, our bespoke care unit for people with complex learning disabilities, was a runner up in this year's Kate Granger Awards for Compassionate Care.

Now in their third year, the awards were set up by Kate Granger, the terminally ill doctor who worked tirelessly to raise awareness around compassion in the NHS through her #hellomynameis campaign. Nominees were from different disciplines, from individuals working in the NHS or delivering NHS funded services, to teams or organisations that are part of the NHS, or who deliver NHS funded services in hospitals, primary care, community or residential settings.

Those shortlisted all demonstrated how they have made a fantastic difference to patient care.

## Place of Safety Consultation

As we announced in August, the Board decided that the consultation into the placement of our Place of Safety suite in Wiltshire, and the subsequent decision to site it at Green Lane, required additional discussion. We announced at that time that we would have a further response at the September Board meeting.

Since August, the Trust has been working with relevant CCGs and local partners to answer additional questions received as part of Place of Safety Consultation. Feedback from the consultation covered a wide range of issues, and also highlighted that there needed to be further clarity on what the consultation covered and what the purpose of Places of Safety are.

To give this matter the serious consideration it deserves, we have been in talks with NHS England who have offered valuable guidance. We have accepted that greater time is needed to cover all of the issues arising and, consequently, discussions will continue.

The situation remains that, pending further decisions, all of the Place of Safety suites at our units within Wiltshire remain open.

A further update will be provided to the October Trust Board meeting.

## 4. Chief Executive's Diary – August and September 2017

During August and September 2017, I:

With the Chair, met Sir Ron Kerr, recently appointed Independent Chair of Bristol, North Somerset and South Gloucestershire (BNSSG) Sustainability and Transformation Partnership (STP)

Participated in a national webinar re CAMHS Inpatient Services bed stock

Attended the South West Clinical Network Workforce programme steering group

In connection with BaNES, Swindon, Wiltshire (BSW) STP, I attended a full-day Mental Health Workshop, Leadership Group and Executive Group meetings, Board Refresh, and will be attending a Stocktake day on 29 September. I chaired monthly Local Workforce Action Board (LWAB) meetings.

In connection with Bristol, North Somerset, South Gloucestershire (BNSSG) STP, I attended monthly meetings of the BNSSG Cabinet, the Sponsoring Board, Workforce Planning Sub Group, and Mental Health Strategy Development meeting. I chaired the Local Workforce Action Board (LWAB) meeting in September

Participated in commissioner webinar regarding the Mental Health Delivery Plan

With the Chair, met the Chair and Chief Executive of University Hospitals Bristol NHS Foundation Trust

With the Chair, met the Chair and Accountable Officer of Swindon CCG

With the Chair, met Steve Barnett of SSG Health

With the Chair, met the Chair and Chief Executive of North Bristol NHS Trust

Attended the Junior Doctor Forum

Participated in the Board Part 2 meeting on 1 September

Attended an event organised by the Royal College of Psychiatrists to discuss mental health in accountable care organisations/systems and other new models of care

Participated in the BaNES Health and Wellbeing Board development session and the Board meeting

Attended the South West Chief Executives meeting

Attended the South West Mental Health Chief Executives meeting

Chaired the Health Education England West of England Membership Council meeting

With the Chair, met the Chair and Chief Executive of Salisbury NHS Foundation Trust

With the Chair, met the Independent Chairs of Bristol and South Gloucestershire Adult Safeguarding Boards

Participated in the Board Seminar on 13 September 2017

Presented the Chief Executive's report to the Annual General Meeting

Participated in monthly Oversight meetings with NHS Improvement

Attended a Health Education England funding opportunities meeting

Chaired a meeting of the Regional Secure Partnership Board

Chaired the Trust-wide Staff Engagement Group

Led, with the Listening into Action Sponsor Group, Crowdfixing events at Long Fox Unit, Warminster Civic Centre, Bath NHS House, Callington Road Hospital, Jenner House, Fromeside, Sandalwood Court and Fountain Way

Attended the third Navigation Day of Listening into Action with members of the Sponsor Group

With the Chief Executive, will be meeting the Chair and Chief Executive of Devon Partnership NHS Trust

## 5. Recommendation

The Trust Board is asked to **note** this report.