

enabling and empowering people to reach their potential and live fulfilling lives

Summary Report – Trust Board Meeting (Part 1)	Date: 27th March 2013
Report Title: Fit for the Future Programme Monitoring and Strategic Review	
Agenda Item: 19	Enclosures: Appendix 1 Medium term FFTF plan updated 13th March 2013
Sponsor: FT Programme Director	Presenter: FT Programme Director
Report Author: FT Programme Director	
Report discussed previously at:	N/A

Purpose of the Report and Action required		
To report to the Board, by exception, on progress in the Fit for the Future Implementation Plan (medium term Oct 2012-Oct 2013) and strategic overview of the plan one year on.	Approval	✓
	Discussion	✓
	Information	

Executive Summary of Key Issues
<p>This report summarises progress on implementation of the medium term plan and any related exceptions. As anticipated delivery of the plan is concluding in many areas following action to taken to ensure locality working goes live on 2nd April 2013 and the start on the new financial and contracting year. Of the 39 actions in the plan for October 2012 - October 2013</p> <ul style="list-style-type: none"> • 27 actions are green (delivered) • 12 are pending (on schedule) • Several actions have been en delivered ahead of plan (eg 46, 13) • Of the 12 pending actions many are on track to deliver for end June 2013. <p>A full progress report is attached as Appendix 1.</p> <p>Progress in Fit for the Future programme of work from April 2012 has been significant with mainstream activity leading the ongoing change in quality, leadership and governance in order to consolidate, and build upon, delivery of the implementation from April 2013.</p>

Fit for the Future Programme Monitoring

Which Strategic Objective does this paper address	
A sustainable value for money business	N
Excellent service user access and experience	Y
Excellent partnership working with other organisations	Y
Effective engagement and improvement in staff satisfaction	Y

Link to Fit for the Future Implementation Plan	
Specify objective number	ALL

Corporate Impact Assessment	
Quality and Safety implications	The FFtF programme improves governance, leadership, and clinical engagement and assurance frameworks in the Trust as well as takes action to improve quality and safety activity.
Corporate Risk Register	STR10, STR11, STR 23
FGEB (Trust ALE replacement)	N/A
IG Toolkit	N/A
Equality Impact Analysis	N/A

Recommendations to other committees
None - beyond the work of detailed FFtF scrutinising Board sub-committees.

Recommendation/Decision
<p>The Board is recommended to note the significant progress made in delivering the Fit for the Future programme in month, progress on delivering outcomes and the move to mainstream delivery and scrutiny from April 2013.</p> <p>.</p>

Fit for the Future Programme Monitoring

1. Purpose of the report

- 1.1 This paper summarises progress against the FFtF medium term implementation plan by exception. A full progress report is attached as Appendix 1.
- 1.2 Board Sub-Committees have met since the February FFtF Board report with no NED Chairs offering assurance, or escalating issue, to the Trust Board accordingly from:
- Quality and Safety Committee - NED Chair: Tony Gallagher (13.03.2013)
 - Employee Strategy and Engagement Committee - NED Chair: Lee O'Bryan (5.03.2013)
 - Finance and Planning Committee - NED Chair: Alison Paine (20.03.2013)

2. Exception Report

- 2.1 Significant progress has been made in month delivering the FFtF implementation plan with many actions concluding from pending to green as locality working goes live on 2nd April 2013 and related to the start on the new financial and contracting year. Across the plan of the 39 actions in the plan for October 2012 - October 2013
- 27 actions are green (delivered)
 - 12 are pending (on schedule). Within this the FFtF evaluation (38) is green pending the internal audit due to report to Audit and Risk Committee (Oct 13)
- 2.2 The 12 pending actions include 4 that will conclude in June 2013 – including
- recruitment of service user involvement workers to localities (28)
 - implementing electronic incident reporting (36)
 - appointing to the NED vacancy (20)
 - redrafting of the IBP and commissioner convergence (41)
 - the second BGAF and Board Governance Memorandum self assessment and independent review –led by the Company Secretary (42)
- A small number are due to be implemented by the end of April including the financial aspects of implementing decentralisation (14) and placing a patient experience statement in all job descriptions (29).
- 2.3 The Board is alerted to potential slippage in agreeing and implementing delivering a new performance strategy that will also underpin the IBP (33) – due in April 2013.

3. Strategic Overview – Outcomes.

- 3.1 Fit for the Future aimed to pump prime organisational change January 2012 – October 2013 - following an independent review of leadership and governance arrangements. It is broken into a short term plan April – October 2012 – and medium term plan .runs from October 2012 – October 2013 . This includes the actions related to the Wiltshire investigation. The end of March position shows

Report for the Avon & Wiltshire Mental Health Partnership Trust Board – 27 th March 2013		
Sponsored by FT Programme Director		
Agenda Item: 19	Serial: 12.0873	Page 3 of 4

Fit for the Future Programme Monitoring

3.2 In addition, the Trust identified a number of outcome areas that it aimed to see improved by the end of the change programme in October 2013. An indication on these as at the end of March 2013 is as follows:-

Identified Outcomes	Position – end March 2013
1. Delivery of the implementation plan and its process indicators - including appointments, Board reports, strategy implementation	Short term plan April – October 2012 has been delivered in full and independently validated by external audit 27 of 39 areas of action delivered at end March 2013. External validation (internal audit) scheduled for September 2013 – reporting to Risk & Audit Committee.
2. Ongoing performance improvement in contractual and national metrics - particularly Care Programme Approach (CPA) and carers	Monthly Board reporting shows - in year improvement in active care co-ordination particularly in Bristol & Swindon; - the Trust is now meeting the yearly review of CPA target with notable improvements in Swindon - Limited progress on improvement to other CPA and related targets to date . .
3. An upward trend in patient survey indicators - particularly in connection with CPA	Pending national survey outcomes
4. Improved staff survey indicators - including appraisal, staff satisfaction, incident reporting and recommendation of the service to others	March 2013 results show appraisals rates have improved in the Trust in year from 82 to 87%, with a small increase in staff satisfaction and the friends and family test. Independent reporting has not improved but decreased slightly. However overall staff survey results are very disappointing.
5. Meeting the internally set and measured 85% appraisal target, and improved supervision rates, in outlying SBUs and teams	Staff survey result show 87% of staff reports receiving an appraisal in year.
6. improvements in real time local and Trust patient and staff surveys	Real time surveys rolled out across SBUs in year and reported to Board showing improvements made.. New quality information system will focus on the Friends and family test from April 2013.
7. Future commissioning intentions and commissioner convergence on our Integrated Business Plan (IBP)	Commissioner convergence anticipated in June 2013. Improved commissioner relationships reported through 2013. Risk registers shows consistently reducing risk on loss of income on key potential tenders (eg Bristol).

4. Recommendation

The Board is recommended to **note** the significant progress made in delivering the Fit for the Future programme in month, progress on delivering outcomes and the move to mainstream delivery and scrutiny from April 2013.