

Northumberland, Tyne and Wear NHS Foundation Trust

Board of Directors Meeting

Meeting Date: 23 May 2016

Title and Author of Paper: Chief Executive's Report
John Lawlor, Chief Executive

Paper for Debate, Decision or Information: Information

Key Points to Note:

National issues

1. Industrial Action – Junior Doctors
2. NHS Providers' and HFMA Survey into Mental Health Funding
3. NHS Employers Diversity and Inclusion Partners

Regional issues

4. North East Combined Authority

Trust issues

5. "Deciding Together"
6. Annual Members' Meeting
7. Dr Esther Cohen-Tovee
8. Psychological Services Conference 5th May
9. Launch of the Recovery College 6th May
10. AHP Conference
11. CQC preparations

Outcome required: For Information.

Chief Executive's Report

23 May 2016

National Issues

1. Industrial Action – Junior Doctors

At the time of writing, the news of agreement between the BMA, NHS Employers and the Secretary of State, with regards to a new contract for junior doctors was breaking. This agreement, subject to a referendum of relevant BMA members, forms the basis for a new contract in 2016. The referendum will cover 45,000 junior doctors and is scheduled for mid-June with the result known by 6 July.

Parties had spent ten days in discussion and have resolved the outstanding issues taken forward from previous discussions, finalised and confirmed areas already agreed and developed further measures which address the wider concerns of junior doctors. The agreement covers areas relating to Equalities, the Guardian, Recruitment and Retention, Terms of Service (including pay and hours of work)

The new, full contract will be published at the end of May with some of the original timescales still expected to stand, notably all Guardians to be appointed by July and implementation for Psychiatry between February and April 2017. The Director of Medical Education and Medical Staffing Workforce Team will now recommence preparations, working with the Lead Employer Trust, with regards to implementation plans.

Together with the Medical and Workforce Directors, I will be arranging to meet again with juniors within the Trust to offer support and discuss any local queries. A full update will be provided on any developments at the meeting.

2. NHS Providers' and HFMA Survey of Funding of Mental Health Funding

The results of a survey of mental health providers and NHS commissioners conducted jointly between NHS Providers and the Health Finance Managers' Association (HFMA) was published last week. This shows significant variation across the country in the extent to which parity of esteem commitments made by NHS England and required to be delivered by CCG commissioners have been realised in local areas.

The results show wide variations in how investments into mental health services have been prioritised by commissioners across England. Only a half (52%) of providers stated that they had received a real terms increase in funding in 2015-16. More concerning was that only a quarter of providers were confident that the value of their contracts would increase in 2016-17.

As discussed at the Board meeting last month, and in the context of the scale of financial challenges faced by some of our CCGs, we feel that the outcome of our contract discussions is an acceptable one; though of course we would have welcomed more investment to support our transformation plans.

3. NHS Employers Diversity and Inclusion Partners

I am pleased to advise Board members, that following an application from the Trust's Equality and Diversity Lead, for the second year running, we have secured a place as an NHS Employers Equality and Diversity Partner. There are only 20 Trusts on the programme and this partnership enables us to progress and develop our equality performance and build capacity with regards to equality and diversity.

During our first year as a partner colleagues were able to hear of best practice from within the NHS, the public and private sectors and discuss, debate and influence key equality issues with national, leading experts. As a result of this work our Equality and Diversity Lead has been offered the opportunity to work with NHS England on the development of the Disability Equality Scheme.

During this next period, we hope to closely involve some operational colleagues in this national programme, participating in events with our Equality and Diversity Lead and senior workforce staff. Partner status is awarded when organisations can demonstrate improving patient access and experience; empowered, engaged and well supported staff; inclusive leadership at all levels; better health outcomes for all; demonstration of commitment to the partners programme.

Finally, Equality, Diversity and Human Rights week has just concluded and the Trust's Equality and Diversity Group members have been out and about around the Trust, promoting our work in this important area and talking to staff about the importance of reporting concerns. This was supported with a full internal and external communications campaign.

Regional Issues

4. North East Combined Authority

On 17th May, leaders from the seven Local Authorities agreed to the Government's Devolution Agreement, including the introduction of an elected mayor from May 2017. This was supported by six councils, but opposed by Gateshead Council.

The Health and Social Care Commission established as part of the creation of the NECA has continued to take forward work to establish the priorities for action across the system, including reviewing the range of submissions in response to the call for evidence. Also, there have been seven locality listening events across each of the Local Authority geographies.

NTW has been represented at each of these to ensure the needs of people with mental health and disabilities are considered alongside those of others across the NECA area.

Trust Issues

5. “Deciding Together”

Newcastle and Gateshead CCG have postponed the planned Governing Body discussion where the “Deciding Together” Consultation and Case for Change was to be considered. This will now take place on 28th June 2016.

We remain closely involved in working with local partners and the CCG to enable the CCG to make a decision, informed by the views of service users and carers, the general public, local third sector organisations, OSCs as well as our own clinical and managerial staff.

6. Annual Members’ Meeting

The Trusts Annual Members’ Meeting will take place on Thursday 28th July at the Gosforth Marriott Hotel. The theme this year will be ‘Carers, service users and staff shaping our future – together’. Once more, the event will feature a showcase of Trust services from 2.00pm – 4.00pm with the formal meeting starting at 4.00pm.

7. National Chair of the Division of Clinical Psychology, Dr Esther Cohen-Tovee

I am delighted to let you know that NTW’s Clinical Director of Psychological Services, Dr Esther Cohen-Tovée, has been elected as UK Chair of the British Psychological Society’s Division of Clinical Psychology (DCP), at a Special General Meeting of the DCP on 10 May. This followed an event at the House of Commons on 9 May celebrating 50 years of the DCP and the announcement of a new cross-parliamentary psychology advisory group at Westminster.

Esther’s role as UK DCP Chair will be to lead, support and promote the professional influence and voice of Clinical Psychologists, and to lead the delivery of the DCP’s national strategy for Clinical Psychology in the UK, in partnership with Experts by Experience and other key stakeholders.

Prior to taking up this new role, Esther has been the Chair of the DCP’s Leadership & Management Faculty and a member of the DCP Executive Committee. She has been NTW’s Clinical Director of Psychological Services since 2010, and has worked for the Trust and its predecessor organisations since 1993.

8. Psychological Services Conference

I was pleased to open the psychological services conference – ‘Fit for the Future’ which took place on 5th May. This included a focus on quality and development, hearing from many successful NTW services. The event also provided staff the opportunity to contribute to the development of our strategy for Psychological Services.

9. Launch of the Recovery College

Another important event was the launch of the Recovery College at Broadacre House in Newcastle on 6th May. This followed close partnership working between NTW staff,

recovery college students and the local community sector to provide a central, accessible and community-based venue for the college to grow and develop. The launch was also attended by Nick Brown MP.

10. Allied Health Professionals' (AHP) Conference

The Northumberland, Tyne and Wear NHS Foundation Trust Allied Health Professionals' Conference took place on 21 April 2016 at the Gateshead Marriott Hotel. The event was well attended with over 170 delegates. Gary O'Hare, Executive Director of Nursing opened the conference, reflecting on AHP successes and challenged AHPs to take on new roles within the Trust.

Maria Quinn Clinical Director AHP highlighted the quality of life benefits for service users, and the added value that AHPs contribute to care from over 400 staff including Dietetics, Physiotherapy, Occupational Therapy and Speech and Language Therapy. Emphasising the need to strategically influence services and nurture talent, AHPs were challenged to take on leadership roles, a message echoed by Dr Rajesh Nadkarni with an offer of leadership skill development for AHPs.

Professor Phil Ellis presented on IMUSE (interactive multi-sensory environments), providing case examples of sensory therapies for children and adults, which was well received, with keynote presentations receiving a 98% rating of excellent /good.

AHPs particularly valued the opportunity to network and share good practice with actions from the day including applying ideas from workshops, looking at leadership opportunities, developing research and CPD and continued networking with AHPs.

I summarised the day by thanking AHPs for their contributions and the importance of their role in Recovery and Rehabilitation and encouraged AHPs to be brave, innovative in their practice and consider new roles in the Trust to be more proactive and influential.

11. CQC preparations

Preparations continue across the organisation for our comprehensive CQC inspection which will commence on 31st May. I am delighted that staff are approaching this as an opportunity to put our best foot forwards and are taking a constructive view of the process. We have encouraged staff to talk openly about what they are proud of in their services as well as the areas where they would wish to see further improvement, including what plans are in place to support a focus on continuous improvement and a learning culture.

John Lawlor
Chief Executive
May 2016