

NHS Tayside



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| Meeting: | Perth & Kinross Integration Joint Board |
| Meeting date: | 23 September, 2020 |
| Title: | Mental Health Update |
| Report Author: | Kate Bell, Interim Director of Mental Health |

1 Purpose

This is presented to the Board for:

- **Information**

This report relates to a:

- NHS Board/Integration Joint Board Strategy or Direction

This aligns to the following NHSScotland quality ambition(s):

- Safe
- Effective
- Person Centred

2 Report summary

2.1 Situation

- Note the contents of the report for information and note the progress made to date.

2.2 Background

This update report details the significant work being progressed in Mental Health services in response to Trust and Respect: Final Report of the Independent Inquiry into Mental Health Services, published 5 February 2020.

2.3 Assessment

Mental Health functions across Tayside continue to work closely in response to Trust and Respect, business as usual developments, remobilisation and in consideration of the future shape of mental health services in Tayside.

As you are aware from previous updates to the Board, we are continuing with our prioritised work to co-create and produce a whole system Mental Health and Wellbeing Programme.

2.3.1 Remobilisation

The mental health detailed Remobilisation Plans was submitted 31st July, 2020. At the time of writing this report, we await feedback from Scottish Government Planning Division and Mental Health Directorate.

2.3.2 Healthcare Improvement Scotland Review Report (July 2016)

A Short Life working group met on 12th August in response to the Healthcare Improvement Scotland (HIS) Review report, published 16th July. A report will be submitted to the Mental Health Integrated Leadership Group meeting by the 27th August, 2020. This work will be incorporated in the Tayside Mental Health and Wellbeing Programme.

2.3.4. Mental Health and Wellbeing Programme

The Mental Health and Wellbeing Programme scope has been agreed with all key stakeholders, including the third sector organisations, community groups and specialist interest groups to enable the detailed planning and co-creation of the Mental Health and Wellbeing Change Programme and Strategy.

The Listen Learn Change (LLC) Action Plan was submitted to the Scottish Government on Friday 31st July, 2020. The papers returned with the LLC action plan included a summary report of the work on the Change Programme, a high level strategy for delivery through 10 High Impact Changes and a timeline.

The Listen Learn Change Action Plan has been published on NHS Tayside Website. [Listen Learn Change Final Action Plan](#)

The Mental Health and Wellbeing Programme team are hosting development session 19th/20th August with all stakeholders in further sessions on the content of the Mental Health and Wellbeing Change Programme. The numbers engaged to these sessions is approx. 200 over 2 days. This adds the previous opportunities to contribute, participate in the ongoing co-creation process with feedback on all of the programme details. The programme remains on track to produce a draft strategy by October, 2020.

2.3.5 Governance

Work continues to identify the right people from across all key Stakeholders, NHS Tayside Staff and members of the IJB to establish an NHS Tayside Mental Health Partnership Forum. This to be jointly chaired by Kate Bell, Director of Mental Health (Interim) and Allan Drummond, Staff Side Representative for Mental Health and Learning Disabilities Lead. A meeting is being called for 6th October, 2020 to agree the draft Terms of Reference and membership for the forum.

In response to the Trust and Respect recommendations as they relate to Clinical and Care Governance in mental healthcare in NHS Tayside, a process is being established that will see Mental Health Clinical Governance subject to a review and mapping exercise to identify strategies to support and improve the infrastructure and ensure standards and reporting systems and processes in place to provide assurance through the line to the Director of Mental Health and into the NHS Boards Care and Clinical Governance committee.

A Listen Learn Change Scrutiny Panel has been established and a series of meetings agreed over the next 6 months to establish a robust review and monitoring process for the

delivery of the LLC action plan as a response to the Independent Inquiry in mental health services is Tayside.

The actions developed in response to the 51 recommendations will be delivered through matching these with the relevant projects within the Mental Health Change Programme and also be reflected in the TMHW Strategy to ensure all aspects of the actions are captured in our strategic plans for the future thus embedding sustainable improvements.

Aligned to the Tayside Executive Partners, Strategic Leadership Group, the 'Oversight Board's statement of intent (January 2020) which was signed by the Chief Executives of the 3 Council's and the Chief Executive of NHS Tayside Board supported by the Chief Superintendent of Police Scotland, the MHWS will be signed off through the following process set out below.

- a) The Mental Health and Wellbeing Strategy will be endorsement by the NHS Board and local authority committees to provide assurance that all operational responsibilities for mental healthcare and social care services are fulfilled.
- b) The Mental Health and Wellbeing Strategy will be approved by the Integration Joint Boards to fulfil their responsibilities for strategic planning and commissioning of mental health services delegated under the integration schemes.

Please see the Programme Governance Chart at Appendix 1 on page 6.

Consistent with our implementation of the Listen Learn Change Action Plan and with agreement of local authorities and NHS Board the integration schemes will be reviewed in collaboration with the Integration Joint Boards. This will be a process to reach agreement on future alignment of mental healthcare services and mental health services from the local authority to be devolved as part of the schemes. This review will take place without delay to enable strategy deadlines to be achieved.

2.3.6 Quality/ Patient Care

The priority for all staff working in mental health services remains to deliver high quality care in the setting that is most appropriate for the individual patient. All mental health services continue to be provided across Tayside.

2.3.7 Workforce

Listen Learn Change recommendations include organisational development plans to increase and improve training & development for staff. The Organisational Development plan also includes management and leadership development to create a learning culture, promote a value based working environment where staff can thrive.

Work has commenced on a comprehensive approach to the Recruitment and Retention of clinical staff within Mental Health services. This will include a new approach to encouraging applications from qualified doctors to take up a consultant post within mental health services in Tayside. Medical Staffing within Mental Health and Learning Disability remains a priority issue with ongoing work on achieving a greater level of resilience within the Consultant Psychiatrist cohort has led to improvement.

2.3.8 Financial

The Chief Finance Officers and Director of Finance plan for 2020/21 future strategic developments include changes to operational arrangements for GAP IP. This work will also look at all income funding streams across mental health to support the significant change programme that will develop and deliver system wide redesign. As a system wide programme this will also require working across organisational boundaries with other Local Authority Partners in areas such as Children and Young People's mental health.

2.3.9 Risk Assessment/Management

A series of risk management workshops are planned in 2020 to engage staff, consider patient need and impact to further the thinking to develop a system wide risk register and to align the strategic mental health risk with current service risks.

2.3.10 Equality and Diversity, including health inequalities

All future work will incorporate an Equity Diversity Impact Assessment.

2.3.11 Communication, involvement, engagement and consultation

NHS Tayside and Scottish Government have funded a specialist communication and engagement resource to support the MHW Programme. This is in recognition of the priority, the importance of co-creation and consistent requirement for quality preparation of those with lived experience and be as inclusive as possible to plan our communication and engagement methods.

2.3.12 Route to the Meeting

The mental health update is a standing agenda item at the Tayside NHS Board.

The draft Listen Learn Change Action Plan has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content of the final LLC Action Plan, the scope and planning for the Change Programme and Strategy development presented in this report.

- Integrated Joint Boards
- NHS Tayside Board Meetings
- Tayside Executive Partners, Strategic Leadership Group
- Mental Health Integrated Leadership Group

2.4 Recommendation

The Tayside NHS Board are asked to:

- Considered the contents of the report for awareness and noted the progress to date.
- Confirm the Board is assured with the reported progress and actions are being developed in response to the 'Trust and Respect' report and progress with the co-creation of the Mental Health and Wellbeing Strategy and Change Programme to address future population needs for mental health supports and services.

3. List of appendices

The following appendices are included with this report:

- **Appendix 1** - Mental Health and Wellbeing Programme Governance Chart
- **Attachment 2** – Listen Learn Change Action Plan and papers submitted to Scottish Government 31st July, 2020

4. REPORT SIGN OFF

Responsible Executive Director and contact for further information

Contact for further information

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Date: 16 Sept, 2020