

Questions or comments?

E-mail us at communications@solent.nhs.uk

Or call 023 8060 8934



MP Penny Mordant is welcomed into The Limes at St James' Hospital

We were delighted to welcome Penny Mordant to The Limes at St James' Hospital in November.

The Limes has 36 single bedrooms for patients with both functional mental health problems, such as depression and organic mental health difficulties such as dementia. There's also a high care ward for those requiring a more intensive level of patient care.

Judy said, "As always, the unit looked superb, calm and clean with happy faces on the wards – both staff and patients. Penny Mordant was very impressed. It was good to hear that some of our clinical colleagues are working with Penny on the dementia agenda as I know this will benefit the people of Portsmouth and the services provided for the City."

Foundation Trust (FT) Programme Update

We are now entering our second calendar year in preparation for Foundation Trust status. There is still lots of work to be done on our application.

Following stakeholder engagement, the latest version of our Integrated Business Plan (IBP), which describes our plans for the next five years, will be presented to Board in February. Internal and external engagement with key stakeholders will continue to ensure our plans are aligned with commissioner's requirements and local need. We will also be asking local people what they think of our plans as part of our formal 12-week consultation starting in March. Our final IBP will be published in July 2012.

We have been undertaking a comprehensive programme designed to develop Board and individual director effectiveness. There have been three recent appointments to complete the Director Team

1. Michael Parr, Director of Finance and Performance
2. Doctor Tony Snell, Medical Director
3. Sarah Austin, Director of Strategy and New Business

In August 2012, we will enter the Department of Health part of the Foundation Trust application. This means that an application will be made to the Secretary of State. Subject to support from the Secretary of State, we will enter the Monitor phase. Monitor are the independent regulator of Foundation Trusts, they can intervene if they think that rules are not being followed. Monitor will undertake their own assessment and if successful we will be authorised as a Foundation Trust.

All key dates in this process are set out in our tripartite formal agreement (TFA) which confirms the commitments being made by Solent NHS Trust, South Central Strategic Health Authority (SHA) and the Department of Health (DH) that will enable achievement of NHS Foundation Trust (FT) status before April 2014. You can download a copy of our TFA at <http://www.solent.nhs.uk/page.asp?fldArea=1&fldMenu=2&fldSubMenu=6&fldKey=218> Our aim is to become authorised in April 2013.

An overview of the NHS Foundation Trust application process is shown below:

Overview of the NHS foundation trust application process

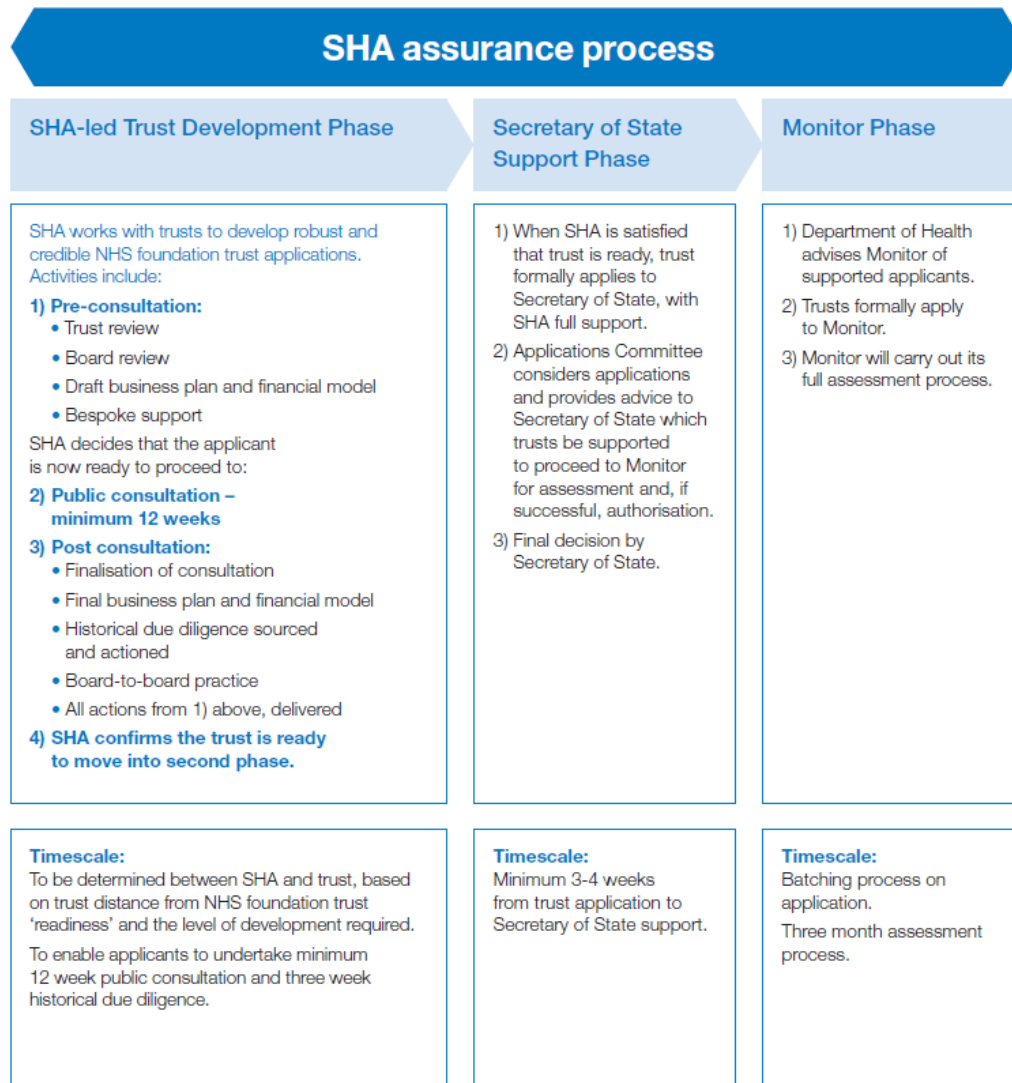


Fig 1: Overview of the foundation trust application process

Membership update

The Membership Team are making good progress with recruitment. At the end of 2011, we had 720 public members registered. The aim is still to recruit 6,500 public members by March 2014.

As well as visiting Cascades shopping centre in Portsmouth, we have also visited local libraries, sent letters to the Zimbabwe community, continued to visit local groups as part of our community talks programme and included articles in local newsletters and Facebook advertising.

We still have lots of events organised to speak with the public about becoming a member of the Trust, including visiting:

- Asda shopping centre, Southampton
- Marlands shopping centre, Southampton
- Craft fair, Portsmouth
- Royal South Hants Hospital, Southampton
- Service user groups to meet them and distribute literature

In addition, we are also planning to write to many of the people (25,000) who use our services to ask them if they would like to become a member of the Trust.

Engaging with our members

During December, we held two 'welcoming you' events for members. As well as information on Solent NHS Trust, members were able to find out more about health promotion and local Link groups.

The members were introduced to the Trust by a member of the Executive Team and were also provided with information about staying well over the winter by a local doctor.

Feedback from members who attended the events was that they were really useful. We will be holding similar events, with varying health topics, every three months and asking all new members if they would like to attend.

In addition, we are currently creating our 'Medicine for Members' programme which will see Solent NHS Trust staff providing health advice and workshops for members of the Trust. Medicine for Members events will include:

- Rude health
- Falls management
- Healthy heart
- Mental health and wellbeing
- Difficulties of being a parent

Consultation update

All aspirant Foundation Trusts (FT) have a duty to undertake a statutory 12 week consultation on their Foundation Trust application.

We will be undertaking our consultation between 5 March 2012 and 28 May 2012. The consultation is not a referendum on whether or not an application should be made. It is a consultation on the proposals that are being suggested including:

- Governance proposals (including membership and Council of Governors)
- The visionary elements of our Integrated Business Plan (IBP)
- The benefits and risks of NHS Foundation Trust status

To allow Monitor to grant authorisation, we must seek views about the application from:

- Individuals who live within the proposed public 'constituencies' of the Trust

- Individuals who will be eligible to be members of the Trust
- Any local authority that would be authorised by the proposed constitution to appoint a governor to the Council of Governors
- Any persons prescribed by regulations
- The staff of the Trust

We are currently developing our consultation document and consultation plans which includes information on the events we will be holding, the materials we will be distributing and the stakeholders we will be engaging with.

We have attached a draft copy of both our consultation plans and our consultation document. If you have any comments on either of the attached two items, please contact Andrea Hewitt, Head of Communications on 023 8060 8935 or email communications@solent.nhs.uk

The Equality Act 2010 – update

Last month, we provided you with information about The Equality Act 2010, which replaced previous anti-discriminations laws with a single act. It sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person.

We will be working closely with representatives from local communities, our local partners, and involving LINKs to analyse and grade our performance.

Self assessment panels will be taking place during January and February, which will include a survey on our corporate website. These panels will help to grade us against the outcomes detailed below and will highlight how we can improve.

The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment. The protected characteristics are:

- age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation.
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The act prohibits unfair treatment in the workplace, when providing goods, facilities and services, when exercising public functions, in the disposal and management of premises, in education and by associations (such as private clubs).

The EDS tool is designed to support NHS Commissioners and Providers to deliver better outcomes for patients and communities and better working environments for staff, which are personal, fair and diverse. The EDS is all about making positive differences to healthy living and working lives so that every one counts.

At the heart of the EDS tool is a set of 18 outcomes grouped into four main goals. These outcomes focus on the issues of most concern to patients, carers, communities, NHS staff and Boards. It is against these outcomes that performance is analysed, graded and action determined. The four main goals are:

1. Better health outcomes for all
2. Improved patient access and experience
3. Empowered, engaged and well-supported staff
4. Inclusive leadership at all levels.

We will continue you to update about our on the EDS, including information regarding the self assessment panel on online survey.