

HP Source

Keeping staff and our partners informed

October 2008



Esther Rantzen signs up

Esther Rantzen became the 10,000th Foundation Trust member of Hampshire Partnership NHS Trust.

The signing ceremony took place on Thursday 31 July at The Brooks Shopping Centre in Winchester where the Trust's FT recruitment team spent the last week of a four-week road show programme. The road show signed up over 2,000 members during July, boosting the Trust's membership total to 10,000 when Esther put pen to paper.

Hampshire Partnership NHS Trust Chair, Carol Bode, formally invited Hampshire resident Esther to become a member. Carol and Esther discussed the Trust's application to become a Foundation Trust and the aim of signing up at least 13,000 members, 1% of the population of Hampshire.

Esther has had a long-term interest in mental health and learning disability issues. Often seen talking on the subject, Esther presented 'Trouble in mind', a television programme which focused on mental health problems and has supported other Mental Health and Learning Disability NHS Trusts.

Esther said: *"It's a real pleasure to become Hampshire Partnership NHS Trust's 10,000th member. It is very important that people who actually use the service act in partnership with those who provide the service. It also gives individuals a chance to have a say about how the services are run for relatives or colleagues who may be ill."*

Nick Yeo, Chief Executive of Hampshire Partnership NHS Trust said: *"I am delighted to welcome Esther Rantzen as a member of our Trust."*

"We are always looking for new opportunities to raise the awareness of mental health and learning disabilities so we are really pleased to have someone with such a high profile like Esther joining us."

"We are signing up members as part of our drive to form closer links with the local community, making sure we develop mental health and learning disability services that best meet the needs of the local population. We are applying for Foundation Trust status and need your support to help us provide high quality services in your area."

So why not ask your relatives and friends if they would like to join our Trust and support us in providing excellent care.

Visit the website: www.hantspt-sw.nhs.uk or call 023 8087 4253



Esther Rantzen

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Staff Achieve

Nick Yeo attended his first staff achievement awards and presented staff awards for innovation, dedication and contributions above and beyond usual working practices. The awards reflect the high quality of work we all perform in challenging areas of health and social care. Nominations were received from across directorates and services.



Andover OPMH CMHT (from l-r) – Penny Fooks – Psychologist, Lucy Smith – CMHN, Peter Chapman – CMHN, Geoff Goddard – Team Manager, Heather Baldwin – Snr OT, Marcia Turnbull – Team Administrator, Debbie Mayfield – Support Worker, Gerard Seigneur – CMHN, Alison Moran – OT Tech

The CMHT has been without a permanent consultant since May 2007 but had the fortunate position of being covered by Dr Helen McCormack for the period up to the end of April. The team has responded

extremely well to some of the modernisation work proposed by Helen and therefore worked well to cover the period to ensure no impact was felt by patients and their carers.



Jayne Bayden – Support Time & Recovery Worker & **Jacqueline Kelly** – Research & Development Administrator

Jane alone accessed a funding opportunity through local and national agencies to develop a project which supported our clients in accessing the forest. Jane was later supported by Jackie to develop the project and begin a partnership between our team, the Forestry Commission and the Local Authority. Those clients who have accessed the service have been exposed to a range of activities including healthy lifestyles, constructive activity and enhanced social environments, as well as directly benefiting from the presence of experts on local natural history and geography. Furthermore, through their efforts they have gone a long way to reducing stigma for people with severe and enduring mental illness.

Test Valley South CMHT Team – Marie Johnson, Admin Co-ordinator, Tracy Walton, Receptionist, Terry Mould, ASW, Clare Palmer, Team Manager, Claire Hibberd, Advanced Nurse Practitioner, Maggie Hill, CPN.

Following the directorate and locality work on (CAP) care pathway process mapping and the Trust Face to Face project a group of staff from the CMHT were asked to develop a more efficient and effective process in managing new referrals. This resulted in setting up assessment clinics which have now been running for six months.

Helen Burns – Medical Records Clerical Assistant, Hewat House

Following the retirement of her colleague in May 2006 Helen worked over her expected hours continuously until an appointment was made in July 2007.



Bev Edwards – Medical Secretary, Western Community Hospital

Bev has taken on willingly, and at her own suggestion, the additional secretarial and PA support to Helen Matthews as medical director over the past few months when Helen Matthews' PA was off sick.



Christine Elliott – Health Care Support Worker

Christine has been one of the driving forces behind implementation of the Star Wards project on Winsor Ward. Using her own initiative and powers of persuasion Christine has introduced regular game afternoons, walking groups, smoothie making sessions, film nights, non cook baking and a myriad of other meaningful activities.

ment Awards



Len Field – Approved Social Worker
Mental Health Practitioner Crisis
Resolution Home Treatment Team
New Forest Test Valley South

Len provided Winsor Ward staff with a helping hand concerning a lady service user (out of area) who whilst seeing the unit psychologist took an overdose of tablets. Len came to the aid of staff in assessing, maintaining safety and interviewing the patient whilst the emergency services were called. This helped the ward staff immensely as they were busy at the time with a difficult situation on the unit. Len happened to be in the building at the time of the incident and proved to be a great support to not only the service user, but to the unit's team.

Sue Hart – Team leader/Clinical Nurse
Specialist (Substance Misuse) AMH

Sue was asked to be acting Team Manager for a couple of months during the sick leave of the postholder who never returned to work. Sue stayed in this position for over one year, an extremely challenging period during which the service was re-designed.



Debbie Ross – POPPIE Project Team

Debbie's preparation for the data migration to the new IM&T system in substance misuse services ensured high quality data.



Carol Fry – Modern Matron,
Leigh House

Carol provided excellent leadership to the nursing team at Bluebird House on a full-time secondment basis for a six month period following the departure of the previous postholder and an inability at the time to recruit to the post. Carol also played a full part in the multi-disciplinary team development and was highly regarded by the whole service.

Val Woods – PA to Martin Robinson
Director of Ops OPMH

Val consistently works above and beyond the call of duty. Her direct contribution makes the directorate more efficient. She has a positive 'can-do' attitude, supportive to user/carer and staff alike. She is extremely supportive to all senior staff.



Jo Lappin – Development Manager –
DOP AMH

Jo worked above and beyond her remit consulting with key clinicians from across the localities in AMH to gain their views and feedback on current issues relating to critical incident reviews including how the policy and procedure for Clinical Incident Reviews might be improved. Ultimately Jo's work has enabled the Trust to improve safety and reduce risk of serious untoward events.

Teresa Ripley – Approved Social
Worker (Mental Health) AMH

Teresa works tirelessly for service users to ensure the best outcome for their range of needs. In the past year she has been particularly innovative in sourcing housing for two service users via a 'shared ownership' scheme.



POPPIE Project Team (from l to r) – Sharon France, Pete Grimley, Nick Yeo,
Peta Prockter, Lorraine Johnston, Debbie Ross, Lesley Harvey,
Lisa Crome, Sue Moore.

The team received the award for the work they did in preparation for the data migration to the new IM&T system in substance misuse services to ensure high quality data.

Staff Achievement Awards



Katherine Flowers – CMHN, **Emily David** – Support Time & Recovery Worker, **Debbie Collier** – Care Support Worker

Katherine Flowers, Emily David and Debbie Collier developed and implemented a group programme for carers in the locality. The third group is already underway and the programme is being broadened to increase the number of people likely to benefit.

Jan Aldis and Rebecca White – Linden Nursing Team, Moorgreen Hospital, OPMH

This team provided excellent care for two patients who had both mental health and physical health issues. These patients would normally have been refused admission to the ward but this team nursed both patients.

Stephen Smith – RMN Woodhaven

Stephen has a very dedicated and thorough approach to all aspects of his role. He relished the opportunity to take a lead in reviewing the existing paperwork that needed reworking in line with all relevant Trust policies and launched a pilot of the new system.

Jane Kellett – Green light toolkit project worker

Jane has worked tirelessly, professionally and passionately to undertake a service evaluation of mental health services for people who have a learning disability. She has analysed the locality data and interpreted it into a clear visionary report for action across agencies, directorates and involving users and carers.

Peter Edwards – Team Leader Winchester Substance Misuse AMH

Peter played a key role in providing support and also carrying out direct data inputting for the uploading of DataSet E (TOPS) data to the National Treatment Agency Database. He not only completed work for his own team but also assisted the Ringwood team.



Cynthia Tibble –
Registered Manager, Quay Haven

Following an unannounced inspection of the home by the Commission for Social Care Inspection (CSCI) in November 2007, the subsequent report achieved no less than six scores of '4' meaning the standards were exceeded in six different aspects of the National Minimum Standards.

Linda Burnay –
Registered Manager, Social Care

Linda has improved standards at Ravenshurst in all areas and in particularly challenging circumstances. This has culminated in Ravenshurst's most recent CSCI inspection report making no requirements or recommendations of the service.

Nicola Eccleston –
Registered Manager, Hillrise

Building on a very capable team as reflected in recent CSCI inspection reports, Nicola has maintained and raised further standards of Service User support at Hillrise, coupled with improving degrees of staff performance.



Long service award winners

David Vilkas – 38 years, **Sarah Baines** – 27 years, **Susan Munday** – 21 years,
Tina Butler – 28 years, **Harry Gleed** – 20 years.

Trust gets ready for Mental Health Act 2007 implementation!

The changes to the Mental Health Act have been made:

- ✓ to ensure patients receive the care they need
- ✓ to protect them and the wider public from harm
- ✓ to support modernised services
- ✓ to strengthen patient safeguards
- ✓ to resolve Human Rights incompatibilities.

The Trust's Project Team is on track to ensure everything is in place to implement the changes that the Mental Health Act 2007 will introduce.

A comprehensive training programme is in place to ensure that Mental Health Practitioners are sufficiently prepared to undertake new duties.

Awareness sessions are also available for those staff who require or would like to have an overview of the changes. These sessions are being delivered by external experts in the field and the half day sessions are free to all staff.

The implementation date for the main changes is 3 November 2008, so it is important that both the Trust and its staff are ready for the implementation.

If you would like to know more about the changes please visit: www.hantspt.nhs.uk/mha or to find out if you require the training please visit: www.training.hantspt.nhs.uk/PHP/courselist.php for more information.

Painting in waiting



Sarah Marett, a student from Portsmouth University, recently produced a painting for the ECT (Electro Convulsive Team), which is part of Hampshire Partnership but based at St James' Hospital. It follows the popular painting she produced for Portsmouth PCT.

John Loughran, a staff nurse from the ECT team, was so impressed with a painting already displayed in the hospital corridor that he asked Sarah to produce one for the waiting room at the ECT department which had recently received a mini makeover but needed a touch of colour.

Sarah met with John and learnt a little bit about the service before sitting down to discuss what the painting should be about. After learning about the service and as a user of EIP (Early Intervention in Psychosis), Sarah felt the painting should show movement and change.

The painting shows the four seasons in Portsmouth as a representation of change and cycles as patients go through their treatment at the service.

John was extremely happy with the painting: "I think it really brightens up the room and hopefully helps the service users feel more relaxed when they are in the waiting room. Sarah explained how painting has helped her through her problems as it is a great way to express herself."

Happy 1st birthday to Hawthorns One PICU

Following the 'Moving Ahead' modernisation of inpatient services within the trust, Parklands Hospital, Basingstoke has undergone an exciting period of change and service development, aimed at improving the quality of care provision for service users. This led to the planned opening, in May 2007, of the new Psychiatric Intensive Care Unit (PICU).

Hawthorns 1 was previously an open acute ward that closed in May 2006 in order for redevelopment to be carried out. Whilst the building work took place, the team was redeployed to various sites within the trust. Some went as far as Woodhaven in order to gain PICU experience.

Since returning to Parklands, the team has been working hard to re-establish themselves, along with newly

appointed staff, to set up and run the new service.

Hawthorn 1 have now been open for a year and has received positive feedback for the high quality care that is being delivered, the staff's professional approach and the positive working environment.

The unit had limited resources at the beginning but now the service has a full complement of staff, including occupational therapists and a psychologist. The unit will continue to strive to build on our current standards and improve quality for service users and carers.

Hawthorn 1 would like to thank all of the teams that have been involved in, and supported the PICU whilst we have been attempting to establish ourselves over the past year.

Foundation Trust for dummies

The guide for the rest of us

Hampshire Partnership NHS Trust is now working towards reapplying for Foundation Trust status. As this is such an important development we thought it would be a good idea to explain what it will mean for the Trust. It may also help you answer questions that others have been asking.

What is a Foundation Trust?

This is a new way of running health services. NHS Foundation Trusts are still part of the NHS but they have more freedom in how they run services. Local people and staff are able to have more say in how the Trust works.

NHS Foundation Trusts will be controlled locally not nationally. Freeing NHS Foundation Trusts from day-to-day control by the Department of Health will encourage greater local innovation in how services are delivered.

To make our Trust work as a Foundation Trust we need to sign up members who can take part in making services better. Members can be service users, carers, staff and local people. Anyone who is a member can put themselves forward to be a governor, elections are held and members are able to vote for who they want to represent them.

We have a group of 47 governors who are working in 'shadow' form until we are successfully accepted as a Foundation Trust. The governors will be a link between the Trust, members and staff. There are 25 public, six staff and 16 appointed governors from local PCTs, councils and organisations to help guide us in providing our services.

NHS Foundation Trusts also have more freedom to borrow money and make investments in developing and improving services. The Trust will have control of its money which will help us plan new and better services in the local area.

Monitor independently regulates NHS Foundation Trusts to ensure they are run well and are financially strong. The Trust will seek authorisation from Monitor to become a Foundation Trust and they will decide if we are successful.

How will the change affect staff?

Foundation Trust staff remain NHS staff with NHS terms and conditions and retain access to the NHS Pension scheme.

Staff will have the opportunity to become a member of the NHS Foundation Trust and elect staff members to the board of governors.

Without effective trained and committed staff there are no services. Staff will gain new involvement in developing our strategy through staff membership. We want to consult staff in what they want to achieve and what is currently making that difficult. The Trust aims to:

- ✓ Engage our staff in shaping how the Trust is run and services are developed
- ✓ Create services more in tune with local needs
- ✓ Make decisions more quickly and be able to fast track changes
- ✓ Manage our finances and plan more effectively
- ✓ Obtain more money to develop and further improve our services
- ✓ Attract and retain the best staff
- ✓ Raise awareness, promoting good mental health and tackling discrimination against mental health and learning disability service users

We need your support to become a Foundation Trust. Why not ask your friends and relatives if they would like to join us too. Visit www.hantspt-sw.nhs.uk or call **023 8087 4253**.

FT application to re-start at the end of 2008

Earlier this year the Trust Board chose to postpone our application for Foundation Trust status – originally due for decision by Monitor (Foundation Trust regulator) at the end of January 2008. This decision was made in light of the departure of Trust Chair, Maureen Robinson, and Chief Executive, Martin Barkley, at the beginning of 2008.

The Trust Board felt that it was important to allow time for the changeover process to a new Chair and Chief Executive, to ensure that we make the strongest possible application for Foundation Trust status.

At the Trust Senior Staff Seminar on 10 September 2008, Nick Yeo, Chief Executive, confirmed that we will restart the application process at the end of 2008, hoping to attain Foundation Trust status in spring 2009.

Therefore, the next few months will be increasingly busy with the preparation of the Trust's five-year business plan and other work

required for the Foundation Trust assessment. This is in addition to the ongoing work with our Council of Governors, which includes staff governors elected by staff to represent your views, and continued membership recruitment efforts. We are aiming to recruit at least 13,000 local people (1% of the population we serve) as members before the Monitor Foundation Trust assessment team comes to us in the New Year.

A new three-minute film explaining what Foundation Trust is all about, and why we are applying, will be shared via senior managers.

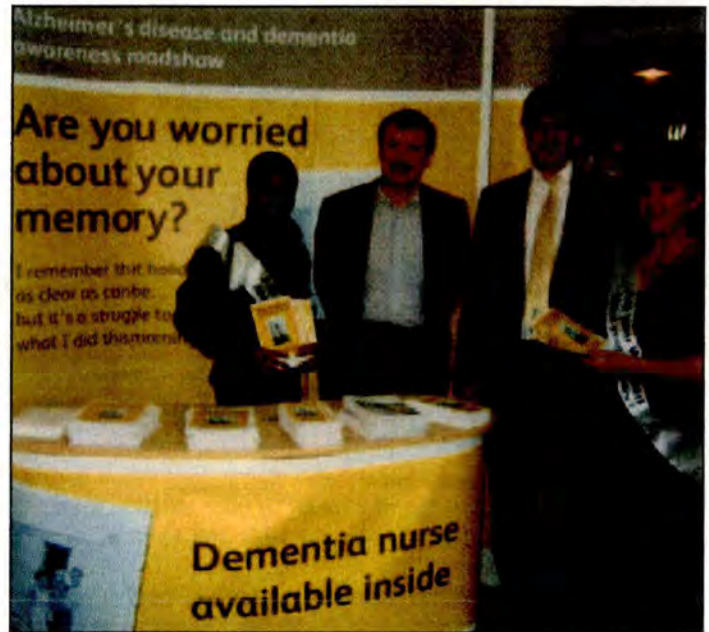
In the meantime, if you have any queries about our Foundation Trust application, please contact Ros Hartley, Director of Strategy and Business Development, or Sarah Reese, Foundation Trust Project Manager, tel: **023 8087 4302**, or visit www.hantspt.nhs.uk for more information.

Worried about your memory?

Worried about your memory? Something many of us, I'm sure, can relate to. However, for some, especially in later life, this can become a serious concern. People in Southampton had the opportunity to seek a one-to-one consultation with a memory nurse at a recent roadshow in West Quay shopping centre.

The roadshow organised by 90ten Health Care in conjunction with the Alzheimer's Disease Society (ADS) was jointly supported by Dr David Wilkinson, the Memory Clinic, MARC (Memory Assessment Research Centre) and South Coast DeNDRoN (research network for dementias and neurodegenerative diseases), all based at Moorgreen Hospital. Linda Taylor – ADS Branch Manager, was present to represent the Alzheimer's Disease Society.

The event was launched by Dr David Wilkinson and Alan Whitehead (Labour MP for Southampton). Memory nurses Karen Cotton and Val Hall were available throughout a two day period to provide private consultations. Thirty six consultations were given on the first day and 25 on the second day. By 9am on day two a queue was already forming! A huge number of people also visited the stand to receive information literature from the Alzheimer's Disease Society, MARC and DeNDRoN.



Good News

The ward based clinical pharmacy service to Moorgreen and Western is listed in the Care Services Improvement Partnership (CSIP) New ways of Working as an example of best practice for medication management/ mental health pharmacy. Congratulations to Margaret Nicholls and Emma Coombs for running the service and keeping the core service going at the moment in the absence of 20% of their team due to acute Trust recruitment problems, and to Caroline Bowyer who set up the service.

Note 2 Nick

After literally hundreds of entries the winning entry as chosen by Nick for the new name for 'Mention to Martin' is 'Note 2 Nick'.

This was a popular answer but the name picked out of the hat was **Anthea Hartland**, Assistant Clinical Manager at Rivendale.

Congratulations to Anthea, your voucher will be with you shortly.

Thank you to everyone for your ideas. Here are a few of our other favourites:

Yeo Yeo what's up!

Brief the Chief

Yell to Yeo

Nudge Nick

Innovation in Care Programme Approach



(l-r): Wesley Hannibal, Simon Reeves, Tracy Nicholls, Dionne Pratt, Les Sharpe.

The Trust has received two awards at the Care Programme Approach (CPA) Awards 2008. They were for Innovation in CPA and Communicating CPA to Diverse Communities both awards were for the Planet Psychosis booklet.

The booklet presents information about psychosis in an innovative, reader-friendly format, likening the experience of this serious mental health condition to a journey into the unknown in outer space. The booklet came about thanks to a local service user-led partnership between SUN (the local service user network) and Fareham & Gosport services from Hampshire Partnership NHS Trust.

The awards were presented by Wendy Slater acting Chair of the CPA Association (CPAA) at Kingsway Hospital in Derby at the CPA Association's Annual General Meeting held on the 17 July 2008.

The judges comments have been presented in the summer edition of the CPAA quarterly Journal called 'The Approach'. "We really liked this booklet for patients and it was really innovative and not professionally driven. The eye-catching format feels like it really speaks to the person reading it and it particularly suited the younger age group most often affected by this condition."

Members from the Fareham and Gosport Service User Network Tracy Nichols and Wesley Hannibal accepted the awards on behalf of the Trust.

Very nice Berrywood



(l-r): Sharon Craddock (modern matron), John Crowder (Berrywood Ward Manager), Nick Yeo and Dr Mogul (Consultant).

Six months and four ward moves later, Berrywood Ward, formally Bartley Ward at the Western Hospital has re-opened to take patients from the former challenging behaviour ward Allington East. The 15-bedded ward now occupies a purpose built space.

An investment of £400,000 was used to upgrade the three in-patient, Older Person's Mental Health wards at the Western Community Hospital, and this has doubled the living space for the patients on Beaulieu and Berrywood wards. A Snoozelum and a bedroom with soft furnishings has been created to accommodate the more disturbed patient group. Patients are admitted from across south Hampshire to this unit and it caters for the most challenging behaviour patients within the Older Person's Mental Health service.

Dr Delany, Consultant Psychiatrist caring for Southampton patients in the unit said: *"It has been given a new lease of life in a purpose built environment and the service can now build on the excellent nursing care being provided."*

The name Berrywood was chosen by a volunteer, Jim McKelvey who works at Moorgreen Hospital. Nick Yeo, Chief Executive, visited the unit in July and gave very positive feedback about the unit. *"There is much more space and light, this is a very good design,"* he said after being shown round by Sharon Craddock, Modern Matron.

If you are interested in visiting Berrywood Ward, please contact the Modern Matron, Sharon Craddock on **023 8047 5427**.

Learning Disability Integration – next steps

by Rebecca Beatty,
Communication Officer,
Hampshire County Council

Change is daunting, challenging and, in our complex organisation, sometimes fraught with difficulties. Alterations to Swift and SAP must be made, binding legal agreements are prepared by lawyers, the financial implications are assessed and re-assessed but, in the end, change is about people and what really matters is face-to-face contact.

The new teams are getting to grips with how integration can be delivered in practice. Our organisations have very different ways of working at a local level so there are decisions to be made about referrals, allocations, reviews, not to mention recording!

The new integrated Learning Disability teams are much larger, made up of Nurses, OTs, Physios, Speech and Language Therapists, Psychologists, Psychiatrists as well as Care Managers, Admin and Support workers. Each group has their own view about how work should be organised so much discussion is needed.

The good news is that meeting and talking has resulted in sharing, laughing and some great new ideas.

A week for carers

Carers Week took place in June and various events were held across the Trust to remember and show appreciation to the carers we support. Diane Pratt, HCSW at Acorn Therapy Unit, organised a cream tea for the carers of those who attend Acorn Therapy Unit. Over 20 carers, staff and representatives from Alzheimer's Society attended the event held in the unit on Monday 9 June.

"Carers can't afford to be ill" was the theme for the week. Other events were held in Basingstoke, East Hants, Winchester, Fareham and the New Forest celebrating the huge contribution that informal carers make to the job of caring.

In Andover the Community Mental Health Team for Older People hosted a *'Meet the Team'* event and presentations were given by Geoff Goddard (Team Manager), Barbara Pretsell (Social Worker) and Kay Docherty (Modern Matron).

Members of the team attended the event and met with carers and answered questions. Information boards and relevant leaflets from The Mental Health Team, Adult Services, Alzheimers Society and Princess Royal Trust for Carers were also on display.

Many carers attended the event and gave such positive feedback that there are now plans to hold similar events in the future.



Diane Pratt, organised cream tea and strawberries for carers at Acorn Therapy Unit.

HP Source newsletter is produced in partnership with SECTOR Services. If you've got news for us contact Communications on 023 8087 4106 or at communications@hantspt-sw.nhs.uk.