

PAPER
MC 27/2009

**Report to the Meeting of the Oxfordshire & Buckinghamshire
Mental Health NHS Foundation Trust
Members' Council**

For Information

17 November 2009

Annual Plan Quarter 2 Report

Executive Summary

The attached reports on progress against the Trust's objectives as contained in the 2009/10 Annual Plan agreed by the Board of Directors in May 2009.

The report consists of two sections:

- Summary report
- Q2 position against the 2009/10 objective milestones

Recommendation

The Members' Council is asked to note the Q2 position.

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Annual Plan Quarter 2 report

The Q2 Annual Plan report is attached. The report consists of two sections

- Summary report
- Q2 position against the 2009/10 milestones (appendix A)

Summary Report

Accountability		(1)
09.I.1 Services will be of demonstrably high quality and value		A
Areas of variance against plan	Capital schemes and forensic strategic development; NICE implementation; Workforce planning	
Adverse variance against KPIs:	Data completeness; Early intervention caseload;	
Accountability		(1)
09.I.2 Services will be provided to the highest standards of safety		A
Areas of variance against plan	Learning from all incidents and from participation in SHA Patient Safety Federation; mandatory training; mixed sex accommodation	
Adverse variance against KPIs:	Environment fit for purpose; patient experience	
Accountability		(1)
09.I.3 Work will take place to promote wellbeing, working with local partners wherever possible		A
Areas of variance against plan	Public health agenda; membership recruitment and engagement	
Adverse variance against KPIs:	HONoS coding	
Accountability		(1)
09.II.1 The wellbeing of OBMH staff will be promoted through active programmes of support and the impact of staff ill-health on teams reduced		A
Areas of variance against plan	Wellbeing strategy	
Adverse variance against KPIs:	Sickness rate	
Accountability		(1)
09.II.2 Staff will be well managed and will regard working for OBMH as a positive experience		G
Adverse variance against KPIs:	Use of bank and agency	
Accountability		(1)
09.II.3 OBMH employees will have individual plans and support to maintain and develop their skills.		A
Areas of variance against plan	Personal Development Reviews	
Adverse variance against KPIs:	Personal Development Reviews	

Key 1) Overall RAG

Quarter 2 progress against objective milestones

Appendix A shows the Q2 position against the objectives and milestones agreed as part of the Annual Plan in May 2009. Each milestone is given a RAG status (column headed **RAG**) indicator showing the level of confidence that the objective will be achieved to plan.

One milestone still remains rated as RED - **09.I.1.03 – Approval of revised Warneford SOC and Highfield replacement business case by June 2009, with work commenced on site for the Highfield by March 2010.** The impact of the economic climate remains a real risk to all the major capital schemes (see also 09.I.1.01, 09.I.1.02 – both AMBER) and remains under close scrutiny.

There are 12 milestones (further to the two mentioned above) currently showing a RAG rating of AMBER. In the main this is due to delay against original timescales and staff changes, although in some cases better engagement is required (workforce planning and membership). Two milestones previous rated as AMBER have now been re-rated as GREEN (09.I.1.11 – NICE implementation, 09.I.1.15 – structured learning)

In the case of five milestones, the RAG has changed to AMBER from a GREEN rating in the previous quarter (09.I.1.09 – Benchmarking, 09.I.2.5 – NHSLA standards, 09.I.3.2 – equality and diversity, 09.I.3.4 – systematic disease prevention, 09.II.3.1 – management reviews).

The reasons for this, and any action being taken, are detailed in Appendix B.

Key performance indicators (KPIs)

Key performance indicators can give assurance on how the Trust is progressing against the milestones and in improving the Trust's overall performance. KPIs contained in the Trust's performance framework have been aligned to the Trust's objectives. KPIs showing a negative variance against target are indicated in the summary table above.

Helen Millar
Director of Corporate Management