

**Report to the Meeting of the**

BOD 15/2023

(Agenda item: 7)

# Oxford Health NHS Foundation Trust

# Board of Directors

**29th March 2023**

**Chief Executive’s Report**

**Strategic Objective 1 – Deliver the best possible care and outcomes**

**Industrial Action**

Following on from the two set of RCN strikes that we saw in late 2022 and again in February 2023, the Trust was also affected by the Junior Doctor strike action that was called by the BMA following a national ballot.  The strike action took place on 13-15 March.  Significant preparation and planning was put in place to mitigate any risks to patients which involved covering junior doctor shifts particularly out of hours.  On average c60 junior doctors opted to strike on each of the three days.  The BMA have agreed to enter talks and the next round of action is planned for April.

In the last few days, the government has also offered an enhanced pay offer for 2022/23 for staff who are on the Agenda for Change (AfC) framework.  This involves a non-consolidated payment, made up of two parts - a 2 per cent non-consolidated award for all staff with an additional non-consolidated backlog bonus, equivalent to an extra 4 per cent of the AfC pay bill.  The government has also proposed that for 2023/24 a 5% consolidated pay uplift be awarded.  In addition, and of note, there was also a commitment to take account of the changing responsibilities of nursing staff including the consideration of a separate pay framework for nursing staff.  Unions will now be putting this new offer to their members. We will continue to work closely with staff side colleagues as the situation unfolds.

**Mental Health and Community Services**

The Trust continues to try to raise the profile of both mental health and community physical health services. Nationally focus remains very much on the acute sector and therefore, I am pleased to report that in recent weeks the Trust has hosted visits from a number of national leaders.

On the 17th February the Trust hosted a visit from the National Medical Director, Professor Stephen Powis, who was accompanied by Dr Vaughan Lewis, Chief Medical Officer for NHS England Southeast Region. Professor Powis and Dr Lewis, were able to visit services on the Warneford Hospital site, including an acute mental health admissions ward and, able to go to Abingdon Community Hospital where they visited a number of the Trust’s physical health services.

On the 10th March Sir David Sloman, Chief Operating Officer for NHS England also visited the Warneford and Abingdon hospital sites. Given the significant increase in demand for eating disorders services nationally, I was particularly pleased then to show David around the Cotswold House Eating Disorder Unit.

At the time of writing, we are anticipating that Sir Julian Hartley, the recently appointed Chief Executive for NHS Providers to visit some of the Trust’s mental health services in Oxford.

**Strategic Objective 2 – Be a great place to work**

**Director of Digital and Transformation**

Martyn Ward left Oxford Health on 10th March after over 6 years with the trust. He held a number of executive responsibilities and was most recently the Director of Digital and Transformation. Martyn has joined Avon and Wiltshire Partnership NHS Trust. I would like to put on record my thanks to Martyn for the contribution he made to Oxford Health during the course of his tenure with us.

At the time of writing interim arrangements are being finalised to cover his former portfolio of responsibilities and I will provide any further updates to the board verbally as necessary.

**Communications**

I am pleased to inform the Board that Jane Appleton joined the Trust on the 1st March as our new Associate Director for Communications.

Jane has already had the opportunity to meet many of the Trust’s senior leadership team. She brings with her a wealth NHS communication expertise and joins us from NHS England South West Region where she was the director of communication.

**Learning and Development**

I am pleased to report to the Board that Gemma Donnelly and Becky Elsworth have now been made the joint permanent Head of Learning and Development and as such will share responsibility of this role. Gemma and Becky were appointed following a competitive process and panel interview. Their appointment follows them succeeding Helen Green, Associate Director for Education and Training on an interim basis over the last twelve months.

The Trust already has a very strong learning and development offer, which compares extremely favourably with other NHS providers. Clearly the importance of supporting and developing our workforce has never been greater and therefore, I look forward to working with Gemma and Becky, as we continue to develop and improve learning and development, across Oxford Health.

**NHS Professionals**

The contract for outsourcing our staff bank to NHS Professionals (NHSP) went live on 13th February. Unfortunately, there were multiple complex system issues from NHSP which resulted in lack of transparent rotas being available for the wards. This potentially could have resulted in serious staffing issues across our units. NHSP managed this as a critical incident with high level executive involvement. Both the Director of Clinical Workforce Transformation as SRO and the Chief Nurse were part of the Oxford Health senior response and management of the challenges. The Trust is currently reviewing all incident reports related to these issues.

Although some outstanding issues remain, we have now moved to a business-as-usual approach and NHSP have stood down their critical incident.

**Staff Survey**

The annual staff survey results for the NHS have now been published and are a substantive item on our agenda today.  Response rates (53%) were above average but dipped slightly from 2021 (55%) at Trust level which is a trend that was seen nationally.    We did not meet the internal target we set of 60% which is disappointing.  The results show that for the majority of questions (82) we have seen no change but there are some areas which have worsened (9 areas).   It is also disappointing to note that for 8 out of 9 questions that link to motivation, involvement and advocacy which are the nationally determined indicators of staff engagement we have seen small decreases.  A plan of action is set out in the substantive paper and  builds on the approach from last year where coaching is provided to managers and a “one action” approach is advocated.  This year, managers will have easier access to interrogate the results for their teams and there will be a proactive offer of support to managers of teams where the results are below the overall Trust.  A more in-depth assurance of the Trust’s plan will be conducted by the People Leadership and Culture Committee in April which will also look closely at how the results play out for different staff groups and staff with protected characteristics.

**New Consultant Appointments**

Dr Sophie Behrman was recently appointed to the Consultant Psychiatrist post with City Adult Mental Health Team based at the Warneford Hospital. Sophie completed much of her specialty training with the trust and has a dual CCT in general adult and old age psychiatry, we are very pleased that she has chosen to start her consultant career with OHFT from 9th January 2023.

Dr Parveen Bains was recently appointed to the Consultant Psychiatrist with the Oxfordshire Adult Community Eating Disorders Service based at the Warneford Hospital. Parveen has returned to the trust on 23rd January 2023, following her earlier specialty training in Oxfordshire, from Hertfordshire Partnership University NHS Foundation Trust. She brings to the role valuable eating disorders experience and also medical psychotherapy experience.

Dr Daniel Cooper was recently appointed to the Consultant Psychiatrist post in FCAMHS across Keynsham and Taunton. Daniel has previously worked at the trust as a specialty trainee where he achieved his CCT in June 2022, he commenced his consultant role on the 2nd February 2023 and is hopefully settling in well.

Dr Frederico Magalhaes was recently appointed to the Consultant Psychiatrist post with the Oxfordshire CAMHS service. Frederico has worked for the trust for a number of years as a specialty trainee and recently achieved his CCT in September 2022. He has lately worked as a Specialty Doctor for the trust to allow him to finish his research and has subsequently started his consultant post on the 1st March 2023. We wish him every success in his new post.

Dr Virginia Valle was recently appointed to the Consultant Psychiatrist post with the Oxfordshire CAMHS Crisis Team. Virginia joins us from Barnet Enfield and Haringey Mental Health Trust with a wealth of experience, she joined the trust on 6th March 2023 and is hopefully settling well into her new role.

Dr Guy Stewart was recently appointed to the Consultant Psychiatrist post for the Keynsham CAMHS team in BSW. Guy was previously a specialty trainee of OHFT and is looking forward to beginning his consultant career with the trust following successful completion of his specialty training in January 2023. Guy will be re-joining us on the 3rd April 2023.

Dr Howard Ryland has been appointed to the Consultant Psychiatrist post on Ashurst Ward at Littlemore Mental Health Centre. Howard joins us from the Department of Psychiatry, University of Oxford where he has been working as a Research Fellow whilst completing his DPhil. We are looking forward to Howard joining the OHFT team from the 1st May 2023.

Dr Jane Boydell, was appointed to the Consultant Psychiatrist post for Cotswold House, Oxford. Jane has a wealth of consultant experience and joins us from Cornwall Partnership NHS Foundation Trust, we are very much looking forward to her joining the trust on the 24th July 2023.

Dr Qi Pei was recently appointed to the Consultant Psychiatrist post for Cherwell Ward, Oxford. Qi will be moving across from the PLS in Buckinghamshire and is in the process of agreeing a start date for her permanent role.

Dr Gemma Peachey has been appointed to the Consultant Psychiatrist post for the Buckinghamshire Adult Community Eating Disorders Team. Gemma is currently still in the process of completing her specialty training at Bethlem Royal Hospital, but it is expected that she will achieve her CCT in July 2023 to allow her to start her first consultant role with the trust.

Dr Nina Amini-Tabrizi has been appointed to the Consultant Psychiatrist post with the Buckinghamshire CAMHS team and their Neurodevelopmental Pathway. Nina has previously completed much of her specialty training with the trust, and we are looking forward to welcoming her back as a consultant later in the year.

Dr Charmian Kalic has been appointed to the Consultant Psychiatrist post with the Buckinghamshire CAMHS team and will be joining us when she relocates back to the UK from Australia. Charmian has worked for the trust previously and brings a wealth of experience back with her, we are looking forward to her return later in the year.

**Strategic Objective 3 – Make the best use of our resources and protect the environment**

**Integrated Care Board**

As I write this report the recruitment process for the ICB’s new chief executive officer has paused. Steve McManus who is the substantive chief executive officer for the Royal Berkshire NHS Foundation Trust is continuing to act as the system’s interim chief executive for the time being. The impact of the pause to recruitment will no doubt be understood in due course including that to the recruitment to the four currently vacant executive posts on the ICB.

I am very pleased that Javed Khan, Chair of the Buckinghamshire, Oxfordshire and Berkshire West ICB was able to visit the Highfield Adolescent Mental Health Unit on the 19th January.

Place Based Partnership Boards have now been established in both Oxfordshire and Buckinghamshire. The purpose of the Boards is to bring together chief executive officers, statutory officers and senior executives across health and care and including primary care and third sector. With the aim of: -

* Accelerating progress in relation to shared priorities for the system as designed by the Integrated Care Partnership and Health and Wellbeing Board.
* Ensuring the right resources regarding place to deliver those priorities, including infrastructure, workforce, and governance.
* Identifying specific areas where system and partnership approaches can add value and tried improvements.
* Supporting and championing innovation and transformation through shared best practice.
* Ensuring the strategic alignment, best use of resources and operational oversight of integrated cares place-based system.

I am currently representing Oxford Health on both Place-Based Boards which have begun to meet monthly and will include in the reading room to a future meeting the terms of reference for both Boards once finalised.

**Oxfordshire MIND**

I am very pleased to report that Jess Wilsher has been appointed as the new Chief Executive of Oxfordshire MIND and therefore, will succeed Dan Knowles who will be leaving the charity after almost seven years.

Jess was appointed following a highly competitive recruitment process and the interviews took place on the 21st February. I was very grateful for the opportunity to join colleagues from Oxfordshire MIND including, Nick Welch the chair of the Board on the interview panel and so represent Oxford Health. The Trust greatly values its relationship with third sector partners, and I very much look forward to working with Jess in her new role.

**Oxfordshire County Council**

Dr Martin Reeves joined Oxfordshire County Council earlier this month, as its new chief executive and therefore, succeeds Stephen Chandler who had been the interim chief executive, since February 2022 when the process of ending the partnership between Oxfordshire County Council and Cherwell District Council began.

Dr Reeves joined the Council from Coventry City Council where he had been chief executive since 2009 having previously been chief executive at Bedfordshire County Council.

I very much look forward to meeting Dr Reeves in the near future.

**Oxfordshire University Hospitals NHS Foundation Trust**

Following a competitive interview process Professor Meghana Pandit has been appointed as the substantive chief executive for the Trust. Meghana has been the interim chief executive following Dr Bruno Holthof’s retirement.

I really look forward to working with Meghana and continuing to develop the partnership that exists between our two organisations.

**Strategic Objective 4 – Become a leader in healthcare research and education.**

**Biomedical Research Centre**

An event to formally launch Oxford Health’s new Biomedical Research Centre had been scheduled to take place on the 14th March. Sadly, this had to be postponed on account of the planned industrial action by junior doctors.

The launch event has now been rescheduled for the 28th September.

**Lead Executive Director: Dr Nick Broughton, Chief Executive**