

Transformation Update



Welcome to edition 6

Welcome to edition 6 of Transformation Update, our stakeholder newsletter which includes news of the current position of the community mental health transformation in Leeds.

Please use the QR code at the end of this bulletin to link to further information published on the Mindwell website transformation pages.

This edition of Transformation Update covers working age adult services transformation only.

Board agrees start date

The Community Mental Health Transformation Programme Board met on Wednesday 6 December 2023 to review plans and have agreed a start date of March 2024 for our working age adult early implementer hubs in three Local Care Partnership (LCP) areas:

- West Leeds
- LSMP and The Light
- The Hatch (Burmantofts, Harehills and Richmond Hill and Chapeltown)

We are using the time between now and March to make sure we have all the right things in place for the early implementer hubs to start, including:

- Agreeing how multidisciplinary team meetings will work.
- Getting a partnership agreement in place to detail how partners will work together.
- Booking estates for teams to work together and producing local working instructions for staff.

We are also continuing to realign working age adult community mental health teams around primary care networks (PCNs).

And we are continuing with existing improvement work across the city, including joint triaging of referrals by primary care mental health and community mental health team practitioners.

What does this mean for staff?

Staff from across partner organisations who will be working in the early implementer integrated hubs will have a local induction day, to learn more about new ways of working and working together in their teams. We will be writing out to those staff with more information.

Between now and then we will continue to find opportunities to enable staff working in those areas to build relationships and work together.

We held two 'introduction days' for those staff on Monday 20 and Tuesday 21 November and have been offering training on trauma-informed care (for administrative staff), trauma and complexity, and formulation. See below for further information.



Team coaching

Colleagues in Organisational Development (OD) are providing face to face team coaching sessions with operational leaders as a tool for fostering positive change. These sessions include:

- Enhanced team dynamics to strengthen collaboration, communication and trust within and between teams.
- Leadership development and adaptability to cultivate leadership skills, encourage accountability and promote adaptability to change, ensuring teams can navigate challenges efficiently.
- Cultural alignment and employee wellbeing to shape a positive culture and prioritise employee wellbeing.

Early implementer teams will be invited to attend sessions in the new year.



Staff working in other hub teams

We will communicate when we will expand the model into other LCP areas after testing and learning from our early implementer hubs. We will re-run induction days for staff brought into the additional hubs.

Reviews of the early hubs includes:

- listening to staff and service user and carer feedback
- reviewing performance and quality measures to see what impact new ways of working are having

In the meantime, we run online fortnightly staff information sessions. These sessions are optional but provide an opportunity for anyone to find out more about community mental health transformation and the work that is happening

Diary invites have been sent out but if you haven't received one and you would like to attend, please email cmhtransformation.lypft@nhs.net.

Drop in sessions

Wednesday 13 December, 4pm – 4.45pm
Tuesday 16 January 2024, 2pm – 2.45pm
Tuesday 30 January, 2pm – 2.45pm
Wednesday 14 February, 12pm – 12.45pm
Tuesday 27 February, 2pm – 2.45pm
Wednesday 13 March, 11am – 11.45am
Wednesday 27 March, 10am – 10.45am



Introduction days

Colleagues attending the two introduction days, held on Monday 20 and Tuesday 21 November, particularly welcomed the sessions on health inequalities, lived experience and carers' stories and the opportunity to start working as a team with their hub colleagues.

As reported in the previous edition of Transformation Update, the days were attended by over 90 staff from across health and social care and voluntary and community sectors involved in working age adults services. Of these, 44 per cent were from our third sector partner organisations.

Feedback was positive including the comment: "The speakers on health inequalities were amazing – we don't get to think about this in the day to day work as explicitly and feels affirming as someone from marginalised groups to hear the work being done."

Training update

Three pieces of key training have been rolled out to transformation colleagues:

- Trauma-informed admin training.
- Trauma and complexity training – service user and carer facing roles.
- Formulation training – also service user and carer facing roles.

Early feedback from attendees and facilitators has shown the training was well-received, and comments provided so far including the following:

"The training was informative and engaging. As it involved practical activities, I felt that I took something useful from the training and feel a lot more confident going forward.

The trainers were brilliant."



For more information about any of the items published in this newsletter, email cmhtransformation.lypft@nhs.net or you can use the QR code below to see information published on the Mindwell website.



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