

Freedom of Information Request

Reference Number: EPUT.FOI.21.2020

Date Received: LEGAL TEAM

Information Requested:

1. Can Dept. of Human Resources confirm that EPUT understood a formal consultation in moving staff from psychotherapy/ complex needs service into community mental health teams, leading to proposed dissolution of the service?

There was a consultation undertaken with all the former NEP and SEPT staff in respect of the proposed merger and TUPE transfer of staff across to Essex Partnership University NHS Foundation Trust.

In the business case it was agreed a three year transformation programme, which included the integration of provision of interventions for patients with complex needs into all services and the provision of a new complex care pathway. There has been no dissolution of service.

2. That all staff affected by the change, including medical psychotherapist were consulted as part of the consultation.

There were no changes that affected the terms or conditions of staff and as such consultation in accordance with the Trust's Organisational Change Policy and Procedure was not required.

In relation to the integration of service provision the only change affecting some of the existing staff was in respect of line management reporting. There were no changes affecting medical psychotherapists.

3. As the proposal will lead to dissolution of psychotherapy/ complex needs services across Essex, does it meet the threshold for HOSC approval?

As stated above there has been no dissolution of psychotherapy / complex needs services across Essex and, as such, no approval was required by HOSC in respect of transformation and integration of this service provision.

The integration of psychotherapy / complex needs services was undertaken in accordance with the requirements of the service contract from our commissioners.

4. Can the consultation document be shared?

As stated above there was consultation on the TUPE transfer of staff, no consultation was required in respect of the integration of psychotherapy / complex needs services as there were no changes to individual staff terms and conditions of employment.

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