



Update on merger proposals

We are proposing to merge with (NEP/SEPT) from next year, in response to national and local strategies which encourage closer working between NHS organisations. Staff from both Trusts are working together on the development of a Full Business Case to go to the Trust Boards at the end of November 2016. This will demonstrate the anticipated benefits to patients and service users, including a better ability to recruit and retain key clinicians; better access to more specialist expertise; fewer out-of-area placements and so on. No final decision to merge the two Trusts has been made yet. Both Trusts are firmly committed to acting only in the best interests of the people using our services, their families and carers. This will be the deciding factor in any decisions. In the meantime, it remains “business as usual” for both Trusts.

Update on merger proposals

As part of our merger proposals we asked stakeholders to help us choose a name for the proposed new Trust. We had excellent feedback on the name options and all comments were taken into account by the Trust Boards. The overwhelmingly “favourite” option was Essex Partnership University NHS Foundation Trust and this is the name that will be used if the merged Trust gets approval to go ahead.

Vision and values for our proposed merged Trust

We are strongly committed to working with our stakeholders on the merger proposals. The “foundation stones” of the proposed new Trust are its vision and values and we were determined to build these together with our staff, service users and carers. During the summer, our Trust Boards looked at stakeholders’ thoughts and opinions about the Trusts’ current cultures. They “took the best from both” to suggest a vision statement and list of values for the proposed new Trust. Staff from both Trusts and people who use our services were asked to help us decide on the final versions. The response was excellent and nearly 700 stakeholders co-produced with us the proposed new Trust’s “foundation stones”.

Values: the suggestions were: openness, compassion, inspiring

Openness:

Almost everyone who took part agreed that openness was a value they would like the proposed new Trust to adopt. To most people it meant “honesty”. Hardly anyone liked the actual word “openness” though! We discussed this feedback and decided to use “open” instead.

Compassion:

Again, almost everyone agreed with compassion being one of the new values. People saw this as meaning care/ caring and, in fact, many preferred these words. We decided to use “compassionate” instead and are satisfied from the feedback that most people would understand this to include care and being caring.

Inspiring:

While the majority of people agreed with inspiring being one of the new values, almost everyone disliked the word itself and felt that it probably wouldn’t mean much to service users and carers. A popular alternative suggestion was “empowering”. We agreed it was essential for all stakeholders to understand the meaning of the new value and decided to use the word “empowering” instead.

The proposed new Trust’s values are: Open, Compassionate, Empowering.

Vision: the suggested statement was: ‘Together, caring about you’

The engagement on this was very mixed and there was no clear consensus. We drafted a new vision statement which takes into account as many stakeholder views and ideas as possible. During the first two years of the proposed new Trust, the organisational development plan includes engagement with staff, service users and carers on the Trust’s culture. Reviewing the vision statement would be a key part of this.

The proposed new Trust’s vision statement is: “Working to Improve Lives”.

Interim Board Appointed

Prior to the establishment of the new Trust the role of the Interim Board is to oversee the proposed merger application. However, the key decisions about the proposed merger will be taken by each of the current Trust Boards of Directors and Councils of Governors, as they will continue to have legal responsibility for the management of their Trust through to the proposed merger date. If the merger proposal is approved, both current Trust Boards of Directors will cease to exist. The role of the Interim Board from then on would be to operate the proposed new organisation until a substantive Board of Directors is in place.

The following Interim Board members have been appointed and are all currently NEP or SEPT Board members:

- **Chair** - Chris Paveley
- **Non-Executive Directors:** Steve Cotter
Steve Currell
Alison Davis
Jan Hutchinson
Mary-Ann Munford
Amanda Sherlock
Janet Wood
- **Chief Executive** - Sally Morris
- **Executive Director Mental Health & Deputy CEO** - Andy Brogan
- **Executive Nurse** - Natalie Hammond
- **Executive Medical Director** - Dr Milind Karale
- **Executive Director Corporate Governance & Strategy** - Nigel Leonard
- **Executive Director Community Services & Partnerships** - Malcolm McCann
- **Executive Chief Finance & Resources Officer** - Mark Madden

Merger Question Time

Would you like to ask the Interim Board members and lead clinicians any questions about the merger proposals? We are holding an event soon for you to do just that. Please hold the evening of Wednesday 25 January 2017 in your diaries. **More details will be sent out shortly!**



Do you want to put SEPT on the Spot?

We have a number of SEPT on the Spot meetings coming up in your locality and we would love to see you there. As well as focusing on a topic of interest to people who use our services, at the meetings you will have the opportunity to meet our Chair, Chief Executive and other Directors of the Trust and hear the latest news on our proposed merger with North Essex Partnership University NHS Foundation Trust (or NEP as it's called for short!) at the meetings you will have the opportunity to meet our Chair, Chief Executive. You will also have the opportunity to share your views on our Annual Planning process for 2017.

All the dates, times and details for your next and nearest SEPT on the Spot meetings are below. So please do come along.

SEPT on the Spot – Upcoming Meetings

Rest of Essex

1 December 2016

10:30 – 13:00

Latton Bush Centre, Southern Way, Harlow CM18 7BL

Community Hospitals

Bedford

8 December 2016

10:00 – 12:30

St Andrews Church
Kimbolton Road,
Bedford MK40 2PF

Children's Services

Southend

5 December 2016

10:00 – 12:30

The Hub, University of Essex,
Southend SS1 1LW

The new 'South East Essex Recovery College'

Leighton Buzzard

8 December 2016

14:30 – 17:00

Pages Park Station,
Billington Road, Leighton Buzzard, LU7 4TN

Keeping People out of Hospital

South Essex

6 December 2016

15:00 – 17:30

Little Havens Hospice,
Daws Heath, Benfleet SS7 2LH

Crisis Resolution

Thurrock

13 December 2016

14:30 – 17:00

The Beehive Centre, West Street, Grays RM17 6XP

Dual Diagnosis