

## *Engaging with the public*



**Our application to become a Foundation Trust  
April 2012**

## The Trust

Kent and Medway NHS and Social Care Partnership Trust provides mental health and other services to people across Kent and Medway and is a partnership organisation with Kent County Council.

The Trust is one of the larger NHS Trusts in the country covering an area of 373,499 hectares, employing approximately 3,400 staff and operating from over 80 sites across Kent and Medway.

## Introduction

In 2008 we asked for your views on our application to be a Foundation Trust, we explained our plans for the future and how these could be best achieved as an NHS Foundation Trust. We still believe that it is best for the population we serve and the Trust if we obtain Foundation Trust status in our own right. However, in light of the passing of time and the significant changes to the NHS and local authority environment, we felt it appropriate to restate our position and to highlight any changes in our plans for future services.

You will see that we have ambitious plans to not only develop and deliver the very best services, but to also involve local people in the way we do this.

We know that service user and carer involvement in service design and delivery has been ongoing for many years. However, the concept of a Foundation Trust will facilitate more people from the local community than ever before to have a voice in the way we take forward the delivery of your NHS services.

We want to know what you think. Therefore, if you have any comments to make about this document, or you would like further copies, please contact us.

Similarly, if you or someone you know cannot read this document, please advise us of your/their specific needs and we will do our best to provide you with the information in a suitable format or language.

The demand for mental health services is increasing at a higher rate than that of the general population. It is currently estimated that 1 in 100 people suffer from a severe mental illness, but this is rising. There has been a huge increase in the number of people who have mental health problems over recent years. By 2016 there are likely to be over 1700 additional service users known to us with a severe mental illness.

We hope that after reading this document you will feel free to offer us any views on our plans and also sign up to become a member of the Trust. By signing up to become a member you will help us to achieve Foundation Status and ensure that your local services remain driven by the needs of local people. By becoming a member of our Foundation Trust you will be able to become more involved in and better informed about the way your local health and social care services are delivered than ever before.

We believe that being locally accountable and sharing a desire for the very best quality of care with our members will mean this Trust can be a success as an NHS Foundation Trust.

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Kent  
ME19 4AX

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## Our plans for the future

As a Foundation Trust we will build on our sound clinical, managerial and business expertise. This can be achieved by improving our environments and organisational intelligence so that we continue to strengthen and improve the efficiency and quality of those “core” services we will be required to deliver. With our partners, we will consider how we will continue to improve and develop services based on local needs, social inclusion and recovery.

### Future planned services and their delivery

Over the next 5 years the Trust will better understand local needs. Service user recovery will be at the centre of everything we do, from mild to complex mental health needs, and service users will be fully involved in their own care.

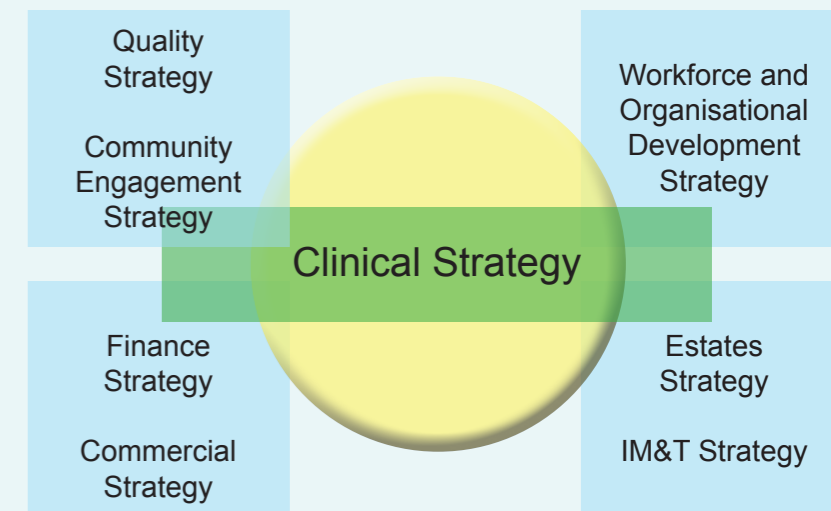
We aim to develop a self-regulation strategy to enable service users to treat themselves, alongside new technologies such as e-mail, tele-medicine and text therapy.

The Trust anticipates that it will focus on developing services which includes working with partners to strengthen community services, continue the review and redesign of inpatient services across the county, and improve and expand the coverage and provision of specialist services. The Trust will work closely with local communities and Commissioners in the future development of these services.

We recognise that having access to employment, general healthcare, a home, decent education and social networks are very important everyday concerns for people who use our services. We will continue to work with our partners so that we listen and learn from people’s experiences.

The Trust will continue to work to its six strategic objectives and aim to be an organisation that:

1. Listens and learns from its service users, their carers, our staff and partners.
2. Provides integrated, responsive and safe services based on the needs of individuals.
3. Maintains robust clinical standards, corporate standards, information systems, and continually seeks to improve consistent quality of our services.
4. Develops and maintains a modern infrastructure, developing capital and investment strategies, setting out investment priorities to support safe, effective and stigma free services.
5. Provides employees with a stimulating and supportive environment and enables them to develop their skills and expertise.
6. Establishes a financial base that is robust for the future development of the Trust and to provide economic, efficient and effective services.



## Proposed Service Changes

We are currently consulting the public about proposed changes to adult in-patient services across Kent and older people’s mental health in-patient services in east Kent. If you would like to know more about these consultations, please visit [www.kmpt.nhs.uk](http://www.kmpt.nhs.uk) or call 01732 520441.

## What is a Foundation Trust?

A Foundation Trust (FT) is a type of organisation that involves service users, carers, the public and staff in the way it is run. Foundation Trusts are part of the NHS and provide free care based on the needs of patients.

They are also required to meet at least the same standards of service and care as all NHS Trusts. Local people and staff can become members and governors of the Foundation Trust. This way we will have greater freedom to develop services in line with the specific needs of local communities.

The Trust will have more control of its financial management so funds can be directed to where they are required most. Legally binding contracts will be agreed with commissioners for up to three years to ensure future funds, which will help to give the Trust more financial stability.

## Why are we applying?

The Trust Board decided to apply to become a Foundation Trust in October 2006. After careful consideration it was felt that the benefits brought by becoming a Foundation Trust would help to make a real difference to the delivery of the Trust's services.

### These benefits include:

- having better arrangements to help patients, local people and the community to have their say.
- a greater focus on understanding and meeting patients' needs.
- stronger financial management, greater efficiency and productivity.
- having more freedom to innovate in services.
- more control over our own future.
- being sure about how much money we will get to provide services.
- freedom to operate more like a business.

## How does a Foundation Trust work?

- They are public benefit corporations – involving the public in the way it is run
- They are part of the NHS
- They have members who are local people and staff who decide they want to play a part in the future of their FT
- They have a Council of Governors, made up of staff and local people elected by members as well as local stakeholders appointed by the Trust
- FTs have new financial freedoms which means they can borrow and use surplus cash to reinvest in new services, equipment and innovations
- They are not subject to central Government management – instead they have a new regulator, Monitor, to ensure they comply with strict governance and financial rules

## Becoming a Foundation Trust will:

- put local communities, and the people we work with at the heart of the running of the Trust. They will be involved with checking how well we are doing and setting our aims, rather than the Trust going through central government,
- help us to make new partnerships so we can develop new and better services, making it easier for people to get help where, when and how they need it,
- enable us to use our NHS foundation trust status to help us plan and improve services for the long-term,
- enable us to better work with local businesses and help stamp out the stigma and discrimination associated with mental illness.

## Governance Arrangements

Fundamental to the success of a Foundation Trust is local accountability. This is achieved through having local people, staff and representatives of our partners involved in the Trust's governance. There are minimum legal requirements as to how this accountability must be achieved and the Trust has developed the plans outlined here in line with these requirements. The Foundation Trust's future Governance centres on the following three areas:

- Members
- Council of Governors
- Board of Directors

## Membership

Members and governors can play a direct and meaningful role to influence the Trust's future work. Through the Council of Governors, they will shape and endorse the future strategy of the Trust, and provide a critical link between the Trust and the communities it serves.

Although all members fundamentally have the same role to play, they can be split into two clear groups called constituencies.

**Public** – anyone who is not a member of staff. They will have to sign up to become a member.

**Staff** – any member of staff who has a contract with the Trust will automatically be made a member of the Trust unless they wish to opt-out.

All members will be able to vote, or stand for, the election of Governors.

### Members

- Anyone living in the catchment area can become a member.
- Trust staff will automatically become members unless they choose to opt-out.
- All Trust patients and their carers can become members if they live in the catchment area.
- This is the best way to receive all the latest news on the work of the Trust.
- This is the best way to ensure stronger governance arrangements and greater local accountability of your Trust.
- It is free!

## Council of Governors

Governors of the Foundation Trust will play an integral part in how it will operate in the future and will represent the needs and views of their members. They will have an active role in shaping the strategic direction and will promote the organisation in their local community, through acting as ambassadors. In doing so they can positively raise the profile of mental health and challenge discrimination and stigma in our local communities.

The Council of Governors has formal functions, which include:

- Appointment of the Chair and other Non Executive Directors of the NHS Foundation Trust
- Approving the appointment of the Chief Executive
- Appointing of the Trust's auditors.

The Council of Governors is not involved in the day to day running of the Trust but plays a key role in shaping the services that we provide for the people of Kent and Medway.

### Board of Directors

The Trust will be managed on a day-to-day basis by a Board of Directors who will:

- Set the strategic direction for the Trust in consultation with the Council of Governors
- Ensure the implementation of the strategy
- Ensure that the Trust remains financially viable

### Governors

- The majority of the Council of Governors is made up of both elected and appointed governors.
- More than half the Council of Governors will be elected by members who can elect other members as representatives.
- Appointed governors include representatives of the Trust's local partner organisations.
- Governors give up their time voluntarily, but will be supported and given training to help them gain the skills needed to contribute effectively and understand the way the Trust works.

## Our Proposal

The following table illustrates how we think the Council of Governors should be comprised. No distinction has been made between members of the public and service users. This is to reduce stigma and not differentiate between those who have used services and those who may in the future.

### Appointments and Elections

The Trust has identified its key partners from which it wishes to appoint governors to its Council of Governors. If agreed, following this consultation, these organisations will be approached to put forward a representative. Following the consultation phase we will contact any new member who has indicated they may be interested in becoming a Governor. We will run information sessions for these members and then move forward to establish the elections for both public and staff governors. The elections will be managed independently of the Trust and we will publish full details of the process.

Group	Organisation	Number of Governors
NHS	CCGs	3
	NHS Trust	1
Local Authority	Kent County Council	2
	Medway Council	1
Partner Organisations	Police Service	1
	Prison Service	1
	Academia	1
Voluntary Sector		3
<b>Total Appointed Representative Governors</b>		<b>14</b>
Staff	East Kent	4
	West Kent Medway	
<b>Total Elected Staff Governors</b>		<b>4</b>
Public	East Kent	7
	West Kent	7
	Medway	5
<b>Total Public Governors</b>		<b>19</b>
<b>Total Number of Governors</b>		<b>37</b>

## How to give us your views.....

Your views are really important to us. Without them we cannot move forward, become a Foundation Trust and start to further improve services for local people.

Now that you have read this document, we would like you to fill in the form on page 7 and return it to us. We will be holding three public events where you can come along and hear more about our plans or give us your views:

**11th April** - 6:30pm - 8:30pm, Anselm Hall, (Main Campus) Canterbury Christ Church University, North Holmes Road, CT1 1QU

**19th April** - 6:30pm - 8:30pm, Maidstone Community Support Centre (Halls 2 & 3), 39-48 Marsham Street, ME14 1HH

**25th April** - 6:30pm - 8:30pm, Corn Exchange (Princes Hall), Rochester, ME1 1LX

You do not have to let us know you are coming.

If you are a member of a local group, society, forum or network and you feel that your colleagues or fellow members would benefit from hearing more about our plans, you can call 0800 3769229 and we will arrange for one of our team to come and talk to you about the move to Foundation status.

Find out more or contact us at:  
 Online: [www.kmpt.nhs.uk/membership](http://www.kmpt.nhs.uk/membership)  
 Tel: 0800 3769229  
 e-mail: [FTOffice@kmpt.nhs.uk](mailto:FTOffice@kmpt.nhs.uk)

### Timeline

Diagnostic tests conducted by the Strategic Health Authority	Oct 11 - Aug 12
Strategic Health Authority recommends Trust to move forward	Sep 2012
Governors appointed and elected	Summer 2012
Monitor assessment stage begins	Late 2012
If successful, Trust becomes a Foundation Trust	2013

# Response Form

Please return to: FT Office, 35 Kings Hill Avenue, West Malling, Kent ME19 4AX

Please enclose a separate sheet if necessary

Do you support the Trust's proposed Membership plans?  Yes  No  
 Comments...

Do you support the Trust's move to Foundation Status?  Yes  No  
 Comments...

Do you agree with the Trust's direction and plans for the future?  Yes  No  
 Comments...

Do you agree with the Trust's proposed make up of the Council of Governors?  Yes  No  
 Comments...

Are there any other comments you would like to make?

### Your Details

Title	First Name	Surname
Address		
Postcode		
Tel No.		e-mail address

We would like to contact you to tell you about the work of the Trust, events and opportunities for you to become involved. What is your preferred method of contact?  Post  e-mail

We want to make sure our members come from all parts of society so please tell us your:

Gender  Male  Female Date of Birth / / ---

Please tell us your ethnicity (Please tick one box)

<b>White</b>	<input type="checkbox"/>	<b>Black or Black British</b>	<input type="checkbox"/>	<b>Other</b>	<input type="checkbox"/>
British	<input type="checkbox"/>	Caribbean	<input type="checkbox"/>	Chinese	<input type="checkbox"/>
Irish	<input type="checkbox"/>	African	<input type="checkbox"/>	Not Stated	<input type="checkbox"/>
<b>Asian or Asian British</b>	<input type="checkbox"/>	Other	<input type="checkbox"/>	Other Please state: _____	
Indian	<input type="checkbox"/>	<b>Mixed</b>	<input type="checkbox"/>		
Pakistani	<input type="checkbox"/>	White and Black Caribbean	<input type="checkbox"/>		
Bangladeshi	<input type="checkbox"/>	White and Black African	<input type="checkbox"/>		
Other Asian	<input type="checkbox"/>	White and Asian	<input type="checkbox"/>		
		Other	<input type="checkbox"/>		

Do you have any disabilities?  Yes  No If yes, let us know of the nature of your disability so that we can help meet your needs:

Your particular areas of interest: Tick as many as you wish

<input type="checkbox"/> Adult Mental Health Services	<input type="checkbox"/> Older People's Mental Health Services
<input type="checkbox"/> Eating Disorder Services	<input type="checkbox"/> Psychology Services and Primary Care
<input type="checkbox"/> Forensic Mental Health Services	<input type="checkbox"/> All areas of service
<input type="checkbox"/> Brain Injury and Disablement Services	<input type="checkbox"/> Child and Adolescent Mental Health Services

Would you like to be involved; if so to what degree

<input type="checkbox"/> Considered for election as a governor	<input type="checkbox"/> Involved in service design
<input type="checkbox"/> Be kept informed of developments	<input type="checkbox"/> Not sure at this stage

The following two questions are optional but will really help us to ensure we get a representative number of members:

Have you used mental health services in the last three years?

Would you consider yourself to be a carer of someone who uses mental health services?

Signed \_\_\_\_\_

Dated \_\_\_\_\_

Please tick here if you do not wish to become a member

If you do not wish to be listed on the public register of members tick here