

# Quality Management Visit Outcomes Report



Lincolnshire  
Partnership NHS  
Foundation Trust

Visit date: 4<sup>th</sup> November 2015



Developing people  
for health and  
healthcare

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## 1. Executive Summary

Lincolnshire Partnership NHS Foundation Trust has an excellent reputation for the delivery of education and training, and with the exception of foundation training, which is in its infancy the evidence gathered in advance highlighted good practice. This was therefore a Level 1 visit, meaning the training and education standards are in place and being met; the visit is to ensure the sustainability of the training and education plans.

There were no concerns raised with regard to patient safety. The visiting team felt that, while busy clinically, this is a very supportive training environment, providing an excellent education and training experience for all learners.

Areas of good practice included the wealth of teaching, opportunities for inter-professional learning, pastoral support for learners and the strength of leadership in the senior team.

Health Education England, working across the East Midlands (HEE-EM) would like to thank the organisation for making us feel so welcomed through the day and for facilitating the visit.

## 2. Introduction

HEE-EM is responsible for managing the quality of multi-professional education and training across the East Midlands. We have specified the standards we expect providers to meet in the East Midlands Multi-professional Quality Standards for local training and education providers.

This is the second year of our new approach to quality management visits, which look at the quality of education and training of all healthcare professionals within the region. This is to comply with our requirements to improve patient care through the effective management of the quality of healthcare education and training, for both Health Education England (HEE) and the General Medical Council (GMC).

This is a collaborative approach which utilises data from a variety of sources, including; the Trust's self-assessment document, the General Medical Council National Training Survey results and workforce intelligence, to inform discussions between HEE-EM and the Trust about areas of good practice and concern.

HEE-EM would like to thank Lincolnshire Community Health Services NHS Trust for the positive way in which they have engaged with the visiting process.

The visiting teams comprised:

- Ann Boyle – Associate Postgraduate Dean (Lead visitor)
- Simon Mallinson – Quality Manager
- Kirsty Neale – Quality Manager
- Dr Dave, Foundation Training Programme Director – Derbyshire Healthcare
- Gary Freeman – Commissioning Manager
- John Peet - Lay Partner
- Lucia Chimenti - Quality administrator

## 3. Visit to clinical areas

### Foundation Medical Trainees

The Trust has a number of Foundation trainees based at the Beaconsfield Centre at Grantham. In August 2015 numbers of Foundation Trainees increased despite poor feedback in the local Foundation Survey which showed:

- Three out of four respondents would not recommend their post to a colleague.
- Only half of the four respondents felt that the post has afforded them sufficient opportunities to obtain their foundation competences.

\*Aggregated data from 'Vera' The foundation survey system.

This level of feedback is inconsistent with the normal feedback from medical trainees at the Trust, so it was therefore decided to meet with the current trainees in post to explore further how posts could be improved for future trainees.

The visiting team started the day by meeting the foundation trainees at the Beaconsfield Site. The trainees described a supportive and welcoming environment but felt that the posts could be easily improved with a few changes.

The visiting team heard that there are plans for the medical team to move to Sicamor House on the Beaconsfield Site and it is hoped this will broaden foundation doctor opportunities, (for example going out with the Child & Adolescent Mental Health Team (CHAMS).) As the CHAMS team will be co-located, there also should be better opportunities for taster days and learning opportunities using the Student

Nurse insight model, which already exists in the Trust.

The visiting heard that a new Associate Director of Medical Education Dr Al-Kaissy has been appointed, and one of their main roles is to look at Foundation and General Practice trainee placements.

### 4. Trust Presentations

Dr John Brewin, Chief Executive provided an overview of the Trust for the visiting team and an update since the last Quality Management Visit in 2014.

Dr John Brewin has been the Trust's Interim Chief Executive since October 2013, and was appointed by the Trust's Council of Governors approved the appointment as the new substantive Chief Executive for Lincolnshire Partnership NHS Foundation Trust on 21 July 2015. The board felt that he had demonstrated a clear patient focus and belief in the values of the Trust.

Dr Brewin advised the visiting team that the Trust had taken over Universal Health Established in 2015, Universal Health currently operates four General Practice Surgeries across Lincolnshire. We heard that each surgery reflects the wishes and needs of their local community.

The visiting team also heard of the potential of introducing General Practice Trainees supported by the infrastructure of the mental health trust.

Dr Brewin outlined the demand for Quality improvement and that the Trust are in the process of developing a new model. He stressed that this was particularly important as for the first time, the Trust anticipate a deficit financially. However, they are trying to turn this around and although deficit forecast has now reduced and they should achieve forecast target.

Dr Brewin said that the Trust recognise the need for development of staff for new job roles in an effort to reduce duplication, for example, if a patient is currently seen by three professionals when one new role might be able to deliver all three tasks.

Dr Sue Elcock, Trust Medical Director started her presentation by highlighting that Lincolnshire Partnership came top for trainee satisfaction in the General Medical Council National Trainee Survey 2015 from all trusts across the East Midlands.

Dr Elcock explained how the Trust are taking a proactive approach to developing their staff and highlight their work in developing SAS (Staff and Associate Specialist) through CESR (Certificate of Eligibility for Specialist Registration) route to help develop the future Consultant workforce. Currently, eight internal doctors have shown interest in the programme.

Dr Elcock reflected on the difficulties of recruitment into Lincolnshire and how trainees working within the Trust would often secure substantive positions at the end of training. Dr Elcock went on to say that the Trust are registered for the MTI (Medical Training Initiative), which is a national scheme designed to allow a small number of doctors to enter the UK from overseas for a maximum of 24 months, so that they can benefit from training and development in NHS services before returning to their home countries.

Dr Elcock shared the Trust plans to deliver more integrated multi-professional training across the Trust and to ensure that the balance of service verses training provides good opportunities for education. We also heard that there is an appetite to work with the School of Psychiatry to develop clinical fellow and leadership posts.

Mr David Knight, Head of Workforce & Development provided an update on how tariff funding has been spent in the Trust. Mr Knight explained that the funding was allocated using a centrally administered bidding process.

Mr Knight explained that last year the bids fell into 2 categories:

1. Access to information technology
2. Development of staff and resource materials

The visiting team heard that some money from Tariff funding was spent on video explaining and promoting the Care Certificate for Healthcare Support workers, which was shown at the visit and can be seen on 'youtube'.

Mr Knight explained that the Trust have set up a nurse revalidation steering group, which has been meeting for last 6 months. The visiting team heard that the group had identified seventeen nurses who will be required to revalidate in first waves and confident they are ready. (There are approximately 650 nurses in total).

We also heard that the trust had held roadshows and the Trust are using the 'Nursing Times' platform

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which allows them to monitor their progress towards revalidation.

## 5. Showcase

As Part of the visit to Lincolnshire Partnership NHS Trust, the Trust were given an opportunity to showcase good practice, projects and new innovations developed. Included were:

- Psychology
- Care Certificate
- AHP – OT/Physiotherapy students
- Medical Education
- Nursing
- Recovery College
- Links with Lincoln University

It was encouraging to see other members of the trust attending the showcase, which provided a great opportunity to network and share best practice.

HEE-EM would like to congratulate and thank those who took part in the showcase, for their hard work and dedication in putting this together. Each of the stands will be included in the compendium of good practice produced by Health Education East Midlands in 2016.

## 6. Student Experience Presentations

As part of the visit learners were asked to feedback to the visiting team a summary of their experience working and training at the Trust. HEE-EM would like to thank all those who took part in the three presentations and for their balanced view of their experience at the Trust. They included:

- Psychology
- Allied Health Professionals
- Nursing

## 7. Requirement and Recommendations

### Recommendations:

None

### Requirement:

HEE-EM would like to work with the Trust and the Trust Foundation Training Programme Director to review the current posts to provide exposure to a

variety of mental health services to further improve the quality of the posts.

## 8. Action Plan

A comprehensive action plan has been received by HEE-EM from the Trust. The action plan reports the issue and action required. The Quality Manager from HEE-EM will monitor and support the Trust to produce positive outcomes from this visit.