

Health and Wellbeing 2008/09 Quarter 2 Performance Update	Reference	HW-3a
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Improvement Priority	Lead Officer	Organisation	Overall Progress Rating
Improve psychological, mental health and learning disability services for those who need it	John Lennon and Paul Broughton	Leeds C C	Amber

Overall assessment of progress

The scale of service transformation is been scoped and project plans developed to change and improve the totality of what is provided in Leeds for people using Mental Health Service. Learning Disability : In relation to the improvement of council provided accommodation for people with learning disability , excellent progress is being made. In relation to the transformation of day services, we have a good understanding of stakeholders requirements through consultation. The development of a detailed plan and approval for implementation has not yet been agreed. These developments and others will see major improvements in service provision over a 2 to 3 year timescale

PI Ref	Definition	Comments	Baseline	2008/09 Target	Year to Date Performance	RAG Rating	Data Quality
VSC02	Proportion of people with depression and/or anxiety disorders who are offered psychological therapies		2008/09 new data return - baseline will be in place by March 2009	Targets and milestones to be determined by March 2009			No checklist

Improvement priority progress	Risk / Challenges	Key Actions	Contributory Officer	Timescale	Other Information
Mental Health and Wellbeing Project- The scope of this has been approved by Adult Social Care Directorate Management Team. An options appraisal has been developed . The Project Support arrangements for this have been identified. The Project Resources have been scoped and recruited	Developing a positive impact on mental health and learning disability clients will be the major challenge. Customers and stakeholders resistance needs to be engaged and attitudes helped to changed.	Partnership agenda to be scoped, Agree the definition of 'integration' with partners, Agree the mandate with partners, early implementer cohort to be verified for Mental Health service users	John Lennon	Jan-09	
New Day Service Opportunities - work started on approving the new day service provision and scoping out a project to transform the service	Staffing resistance. customer resistance, absence of a commissioning strategy. Delivering a positive impact on mental health and learning disability clients will be the major challenge.	Continue work on the vision for Day Services and Day Services opportunities. Develop the skills and competencies for the new services, Further work required on setting up the project,	John Lennon Paul Broughton	Jan-09	
Staffing Review - a report on the proposed Mental Health day services structure was approved by Adult Social Care DMT on 3rd October. Consultation has started on the proposed new structure, a [project plan has been developed which includes, key stages in the implementation of this project including design of a new staffing structure, preparation of a financial model, preparation and evaluation of new job descriptions and key dates for the consultation and implementation of the staffing review. A job matching exercise in line with job evaluation has taken place. A Staffing needs analysis of the accommodation and day services has been carried out and a proposed staffing structure developed. This structure better reflects the needs of the new service in terms of affordability, staffing requirements in terms of numbers and skills mix and of a more streamlined management structure. The trade unions have been made aware at a recent JCC that a staffing review is being proposed A detailed financial appraisal of the model has been undertaken using supervisory ratios of 1:1 to 1:4. A consultation strategy has been developed in line with the Council's Framework of Procedures for Managing Workforce Change An Implementation Plan is being developed based on Appendix 12 of The Recruitment and Selection Code of Practice	Resistance from staff, possible cost implications. Delivering a positive impact on mental health and learning disability clients will be the major challenge.	Ensure the financial model is appraised by a senior finance manager prior to implementation Benchmark all proposed descriptions and structures in a job matching and full job evaluation exercise Ensure that the proposed staffing structures demonstrate value for money using appropriate comparators Ensure that the service is best placed to compete in a contractual environment alongside and in competition with other providers. Commence consultation with staff and Trade Unions around implementation of the structure	John Lennon	Jun-09	

Improvement priority progress	Risk / Challenges	Key Actions	Contributory Officer	Timescale	Other Information
<p>Independent Living Project. Project Plan approved and Governance arrangements in place. Builders are now on site (first 3 phases). Assessment and care planning currently being undertaken through a person centred approach. A Website now fully operational and serviced. . The ILP seeks to promote social inclusion through procuring a range of housing options in local communities and transforming the care & support services currently provided by Adult Social Care.</p>	<p>Ensuring appropriate staffing arrangements in new services Ability to complete individual assessments Availability of mainstream housing options</p>	<p>Completion of staffing review Identification of mainstream housing Completion of person centred planning assessments Training of staff Review availability of care management resources</p>	<p>Paul Broughton</p>	<p>2011</p>	
<p>Re-provision of Windlesford Green hostel for people with learning disability, to enable the construction of suitable accommodation that properly meets the service users needs and care standards requirements. ACCENT NORTH EAST (formerly known as Bradford and Northern Housing Association) has been appointed. Project Plan including risk log in place. A Steering group set up. Consultation meetings and briefing sessions with users, carers, staff and local residents have taken place. Meetings with Planners have taken place, no technical objections to the design.</p>	<p>Some concerns from local residents. Timely approval of the Planning Application to meet the deadline for funding from Housing corporation for this financial year (2008-09) will be key.</p>	<p>Planning application approval. Report to be presented to Executive Board. Complete care management reviews . Equality Impact Assessments to be completed. Ensure continued consultation and engagement.</p>	<p>Paul Broughton</p>	<p>Dec-09</p>	
<p>A Leeds Learning Disability Strategy is being developed to determine the future direction for the next 3 years, in meeting the Government requirements as articulated in "Valuing People Now". Consultation process took place with service users and other key stakeholders on their views about priorities for the strategy. Series of meetings have taken place with Service User Reference Group to discuss "Valuing People Now" and look at draft LD strategy, the outcome of the discussion and issues raised are incorporated in the Action Plan.</p>	<p>Detailed Action Plan not appropriately resourced. Financial and human resources not identified.</p>	<p>Partnership executive meeting to be held in Nov'08 to review progress so far, and to ensure all issues, concerns and recommendations are taken on board. Draft Action Plan to be finalised. Executive Board approval to be obtained.</p>	<p>Dennis Holmes John Lennon</p>	<p>Jan-09</p>	
<p>Accessible changing places.In partnership with Strategic Health Authority and the Learning and Leisure Service, a fully accessible toilet and changing room facility has been created at Otley Chevin. Initial funding has been identified for new capital works. A small working group is in place to progress this initiative and to raise awareness across the wider Council service areas of the need to develop these facilities . The initial target is to deliver up to 3 conversion or new build Changing Places toilet facilities to the required specification, cost and quality as determined by the national campaign.</p>	<p>Resources not identified. Ownership of the project across the Council. Detailed specification required. Lack of firm commitment at this stage. Availability of carers grant funding</p>	<p>Potential city centre sites to be identified. Build requirements into new planning developments/regeneration projects. Review departmental asset portfolios. Build into Day Services Project. Confirm funding. Involve potential service users</p>	<p>John Lennon Paul Broughton Dennis Holmes</p>	<p>Mar-10</p>	

Leeds CC Contributory Officers	Leeds CC Directorate	Contributing Organisations	Contributory Officer
Chief Officer, Children and Young People's Social Care	Children's Services	PCT	Ian Cameron / Christine Outram
Catherine Blanshard	Children's Services	Leeds Partnership Foundation Trust	Chris Butler / Mike Doyle
Catherine Blanshard	City Development		
Sarah Sinclair	Leeds PCT	Leeds Partnership Foundation Trust	Chris Butler / Mike Doyle
Sarah Sinclair	Leeds PCT	Leeds Colleges	Carolyn Wright
Paul Langford	Environments & Neighbourhoods	Job Centre Plus	Ian Hunter
Stephen Boyle	Environments & Neighbourhoods	Connexions	
Dennis Holmes	Adult Social Services		
Dennis Holmes	Adult Social Services	Job Centre Plus	Ian Hunter
Chief Officer Support & Enablement	Adult Social Services	Leeds Colleges	Carolyn Wright
John England	Adult Social Services	Connexions	