

Oxfordshire Transformation Board

Tuesday, 15th November, 2015

Transformation Board Time Out, 21st November 2015

Report and Recommendations

Introduction

Senior leaders from across health, social care, local government and academia attended a transformation workshop on Saturday 21 November 2015 at Jubilee House in Oxford. The workshop was facilitated by Nigel Edwards, Chief Executive of the Nuffield Trust..

Attendees included clinicians, chief executives, executive directors and local politicians – those that have a direct role to play in helping to drive forward the vision and ambition for the transformation of health and social care in Oxfordshire. A total of 31 people took part

The outcome of the discussions during the day has been grouped into a number of themes: gathering the evidence; ways of working together/behaviours; communication and engagement and a focus on actions.

The output of the day has been collated in a report that has already been circulated, but is attached as Annex A to this paper.

Summary of the agreements

The Storyboard, outlining the case for change, calls for new models of care and different ways of working to meet both current and future demands for health and social care.

There was consensus that what that might look like across Oxfordshire would differ dependant of geography, demographics, morbidity, demand and population growth.

There was clear agreement that the direction of travel is a reduction in acute facilities with a concurrent development of services available and delivered in primary care and community settings (including some acute care).

The emerging picture of a common model of care was one where infrastructure, resources and service provision foster the spirit of community where self care is the initial building block supported by locally accessible services and support wherever possible. Additionally we need to make it easy for 3rd sector organisations, families, friends and neighbours to provide informal care and companionship.

In order to shape what that looks like we need to prepare for stakeholder and public consultation across Oxfordshire to hear the views of local people and engage them in shaping services whilst engaging localities to work up place based plans informed by local need, local service developments, initiatives and new ways of working that are underway across the system.

Action plans

Building on the agreements from the workshop take the discussion out to localities with the aim of tasking groups to:

In Bicester

- Link the work around the Healthy Towns initiative into plans for implementing the Care Closer to Home model and involving a wider group of clinicians, professionals and stakeholders in its development

In Witney

- Involve a wide group of clinicians, professionals and stakeholders to developing plans for implementing the Care Closer to Home model bases on a single access Primary Care Center/Virtual Ward approach

In Didcot

- Involve a wide group of clinicians, professionals and stakeholders to create plans for the delivery of the Care Closer to Home model based on the development of natural communities that would facilitate access to a wide range of health and social care supported by care giving by friends, neighbours and family

Communication and Engagement

- Development and delivery of a communication and engagement plan for clinicians, staff and stakeholders to secure the widest level of engagement, understanding and buy in from front line staff and key stakeholders
- Support this with a DVD featuring staff involved in working in a new way and delivering transformational services e.g. EMU's, Integrated Teams
- Development of a robust Communication and Engagement plan to support a widescale public consultation in the summer of 2016

Business Intelligence

- Task a group to create a database to support modelling of the impact of changes in the system
- Create a strong evidence bank to support proposals for new ways for working – including evidence of the benefits for patients/service users and their families, staff and organisations and their local communities

Behaviours and Relationships

- Develop and agree a set of behaviours through which individuals, organisations and communities can be held account for speaking well of each other, being supportive of system wide colleagues and support innovation and find ways to make things work
- Develop strong, visible clinical, political and managerial leaders to provide permission, credibility and championship of the pace and scale of the transformational change proposed
- Create an environment and culture where it is safe to take risks, try new things and take learning out of failure

Recommendation

The workshop created a great deal of energy and enthusiasm for the pace and scale of transformational change discussed.

There was a plea to 'Just do it', 'Just get on with it'

Transformation Board is asked to consider this plea and the actions arising from the workshop and authorise or delegate workstreams for implementation, reporting back to the board as required.