

**Manchester City Council
Report for Information**

Report to: Greater Manchester Mental Health NHS Foundation Trust (GMMH):
Improvement Plan Task and Finish Group Subgroup – 23 January
2024

Subject: Update on GMMH Improvement Plans on People and Culture

Report of: Interim Associate Director of Operations, Associate Director of
Health Professionals and Quality and Associate Medical Director
Manchester Care Group

Summary

The presentation provides the HOSC Subgroup with an update regarding the progress to date on the GMMH Improvement programme and in particular the People and Culture workstreams of the plan. Where possible the presentation focuses on the improvements made in Manchester services impacting on Manchester people. (Please note some actions are trust wide and not specific to Manchester)

Recommendations

The Subgroup are asked to note progress by GMMH around the continued work of the Improvement Plan.

Wards Affected: All

Environmental Impact Assessment - the impact of the issues addressed in this report on achieving the zero-carbon target for the city

No Impact.

Equality, Diversity and Inclusion - the impact of the issues addressed in this report in meeting our Public Sector Equality Duty and broader equality commitments
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The GMMH Equality Impact assessment process is currently being reviewed as part of the Improvement Plan.
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Background documents (available for public inspection):

Links to can be found here:

[Full CQC report](#) and [Community Mental Health](#)
[Independent Clinical Review of Edenfield Centre: Dr David Fearnley](#)
[Terms of Reference - Independent Review of GMMH](#)
[GMMH Improvement Plan Summary Booklet](#) (public document)
[GMMH Improvement Plan](#)
[GMMH board papers](#) where Improvement Plan updates can be found.

1.0 Introduction

The Manchester City Council Health Scrutiny Committee requested a series of subgroups be established with a focus on Manchester's mental health service provision and the local improvements made following the mobilisation of the GMMH Improvement Plan. The Subgroup requested assurance be provided on positive impact for the people of Manchester and an update on progress around the GMMH Improvement Plan.

2.0 Background

In late November 2022, GMMH was placed into Segment 4 of the NHS England Oversight Framework and joined the national Recovery Support Programme (RSP), in order to receive intensive support in high priority areas. At the same time, the Care Quality Commission (CQC) published a series of reports based on inspections of several GMMH services and suspended the Trust's well-led rating at Trust level.

The Trust's Improvement Plan was put in place in response to these measures and is working to make changes in the best interests of the individuals who use the Trust's services, their families and carers, and staff.

The project team overseeing the Improvement Plan is continuing to work with NHS England colleagues to deliver and support monitoring of progress against the Trust's agreed Exit Criteria.

3.0 Main issues

This report provides an update on the People and Culture workstreams within the Improvement Plan linked to the improvements currently being undertaken by the Trust.

GMMH are working to create a safe and supportive working environment for all staff (clinical and non-clinical). With their wellbeing and development of utmost importance. The People workstream is supporting the Trust to create open communication, to set a clear direction and enable our staff to play a vital part in improving both the service they work in and the Trust as a whole.

The Trust are working to become a collaborative, inclusive and compassionate organisation that actively engages with service users and carers, staff, the public and other stakeholders to build a more positive future.

4.0 Workstream Updates

The Subgroup can find the updates on the People and Culture workstreams for the Manchester Care Group in the slides attached.

5.0 Recommendations

The Subgroup is asked to note progress by GMMH around the continued work of the Improvement Plan and provide feedback to Manchester HOSC as appropriate.