

Policy and Scrutiny Committee for Health and Social Care - Monday 4 March 2024

Project Fusion Update

1. The work to bring together community, mental health and learning disability services across Hampshire and the Isle of Wight into a new, combined NHS Foundation Trust is on track and continuing to make good progress. Bringing services into a single organisation will result in more consistent care, reduce unwarranted variation, provide equal access to services irrespective of where people live across the area and create a more sustainable workforce and services.
2. A new name has been identified for the Trust – Hampshire and Isle of Wight Healthcare NHS Foundation Trust, which concurs with feedback from our local communities who were keen to see Isle of Wight incorporated into the name of the new trust.
3. A considerable amount of progress has been made in recent months:
 - A new designate executive and non-executive leadership team have been appointed. Community partners and service users from across the area were involved in their appointment. The new executive team includes directors from Southern Health, Solent and Isle of Wight Trusts, and two new appointments from outside the system.
 - A high level [Clinical Strategy](#) for the new trust has also been developed, setting out the overarching clinical aims and principles. This strategy aligns with the existing healthcare system priorities and strategies and has been developed in collaboration with clinicians from provider NHS Trusts, other partners and people with lived experience.
 - The majority of Child and Adolescent Mental Health Services (CAMHS), provided by Sussex Partnership in Hampshire, moved into Southern Health at the beginning of February in preparation to transfer to the new trust, and this transition has gone well.
 - Ongoing collaborative working has continued across all clinical teams to identify best practice and opportunities to develop and improve services in the new organisation. Updates on this work have been shared with our community partners along with opportunities for them to get more closely involved with this work.

- Detailed and ongoing integration planning has continued to prepare for the organisations to come together. Our ongoing focus is on the safe transition of services so that our service users and communities remain unaffected as the new organisations come together.
 - We have completed TUPE consultation processes with our IW NHS Trust staff who will transfer into the new trust in their existing roles.
 - We have developed our corporate values in consultation with our staff and community partners. As a Trust we CARE; Compassionate, Accountable, Respectful, Excellence.
 - We have held a roundtable discussion with our island partners to explore how we can improve our collaboration under a place-based leadership model on the Isle of Wight; to integrate and deliver services to reflect local needs and resources.
 - We have continued to communicate and engage with our staff, service users, community partners and the wider VCSE sector on the Island.
4. We are preparing now to recruit new members and governors who will form part of the new Trust's constituency. This will include a new service user and carer constituency comprising six members; ensuring the voice of lived experience is at the heart of the new Trust. There will also be additional public (2) and staff (1) constituency members for the Isle of Wight along with an expanded list of appointed governors from the local authority and designated partner organisations.
 5. The transaction that will create the new trust is subject to an assurance process by NHS England. As part of that process NHS England are currently reviewing a full business case agreed and submitted by the trusts involved. This is a detailed plan describing the case for change, the benefits and the work to bring the Trusts together. As part of that assurance process NHSE undertook visits to the Isle of Wight in January. Their decision around the timescales for when the new organisation can be formed is expected in early March.
 6. There will be minimal change to services when the new trust is formed. Clinical services will continue to be delivered on the Island in the same locations, by the same teams working in close partnership with the IW NHS Trust, voluntary sector and other health and care partners on the Island. Once the new trust is formed, we will continue to work closely with service users, local communities and our staff to implement the improvements we all want to see at a pace that is right for everyone.
 7. You can read more about Project Fusion, the name of this programme of work here: <https://fusion.hiow.nhs.uk/>