

**Mental Health & Learning Disability Management Plan 2008 – 2009 (Summary)****Quality and Safety**

<b>Corporate Theme</b>	<b>Key Objective</b>	<b>Action</b>
<b>Quality and Safety</b>	Assuring Good Governance	Finalise & maintain Service Group risk registers. Ensure systematic implementation of policy, systems & guidelines. Maintain system for controls assurance. Implement actions arising from RQIA reviews. Implement Trust Risk Management Strategy.
	Management of aggression & violence	Implement Trust policy & procedures. Address untoward incidents.
	Develop a confident & competent Workforce	Ensure all staff receive training on PCF & KSF and have a completed PCP & PDP.

**Modernisation**

<b>Corporate Theme</b>	<b>Key Objective</b>	<b>Action</b>
<b>Modernisation</b>	Strategic Service Review	Establish a consultation process to bring forward the modernisation of Services, including a Modernisation Board (and associated subgroups) to review the strategic direction for the service group and oversee delivery.
	Effective performance improvement programme	Develop, review and update a robust resource utilisation/performance improvement programme which meets the service's breakeven and CSR financial targets and objectives.

**Partnerships**

<b>Corporate Theme</b>	<b>Key Objective</b>	<b>Action</b>
	Continue to develop user & carer engagement	Develop a Belfast City Mental Health Strategy in partnership with Belfast City Council.
	Continue to develop user & carer engagement across the service group	Help people with disabilities into employment. Support the inclusion of the Now Project and Action for Mental health in the ACET consortium. Establish two partnership Boards for MH and LD with voluntary & community groups.

**People**

<b>Corporate Theme</b>	<b>Key Objective</b>	<b>Action</b>
	Team Effectiveness Development	Implementation of service group's action plans
	To make communication across MH&LD more effective	Run a series of workshops on principles, MORE, modernisation and New Ways of Working. Workshops to include implications and outcomes for acute, recovery, LD and Primary MH services.

	Agree the guiding principles for the service group	Involve the level 5 staff in agreeing the principles  Share with users and carers
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**Resources**

Corporate Theme	Key Objective	Action
<b>Resources</b>	MORE: delivery	Identify Operational Impact of Proposals. Undertake relevant Consultation.
	Deliver on PFA Targets	Continuously review progress against PFA targets
	Deliver SBA volumes	Meet SBA volumes as agreed with Commissioners.
	Key Performance Indicators	Ensure residential, Day Care and domiciliary services comply with RQIA standards and recommendations.
<b>Resources (Capital)</b>	Capital development	Implement BC for Old see house. Identify replacement for 603 Antrim Road. Secure approval for Everton redevelopment BC. Resubmit Annadale plans for planning approval & Progress design group. Ward improvements Knockbracken including Innisfree, Bush & Maine. Development of specification.

# Intellectual Disability Division

## Management Plan Summary 2018-19: Year 1 of 3 year plan

Our vision is to be one of the safest, most effective and compassionate health and social care organisations

### DIVISIONAL PRIORITIES

We will review and improve our performance measures, and aim by 2020 to show that we are in the top performing 20% of services in the United Kingdom for people with learning disability.

We will work effectively within our resources to achieve financial balance.

### CORPORATE AIMS

Safety, Quality & Experience	Service Delivery	People & Culture	Strategy and Partnerships	Resources
Work with service users and carers to continuously improve Safety, Quality and experience for those who access and deliver our services.	Drive improved performance against agreed goals and outcomes in partnership with our service users and carers, staff and partners in the community and voluntary sectors.	Support a culture of safe, effective and compassionate care through a network of skilled and engaged people and teams.	Innovate and develop strategies to transform health and social care in partnership with our service users and carers, staff and partners in the community and voluntary sectors.	Work together to make the best use of available resources and reduce variation in care for the benefit of those we serve.

### OBJECTIVES

1. People with learning disability and their carers will be centrally and meaningfully involved with us in co designing and coproducing everything we plan and develop.
2. We will use Quality Improvement (QI) and our QI Forum to sharply and continuously focus on delivering safe, high quality services for people with learning disability.
3. We will, with our partners, ensure that our Day Care strategy allows people with learning disability to make choices and take opportunities, accessing a full range of community services.
4. People with learning disability will be helped to live as independently as possible, with the support they need.
5. Young people with learning disability will be supported in their transition to access education, training, employment and a full range of health and social care needs as adults.
6. We will continue to develop and improve our safeguarding services-working with a range of partners to keep people with a learning disability and their families safe.
7. We will develop community support services and review our hospital discharge processes-to ensure timely discharge when hospital treatment is complete.
8. We will develop a range of flexible and responsive community services aimed at delivering assessment and treatment at home, avoiding hospital admission if possible.
9. All our services will meet, and aim to exceed, agreed elective care targets.
10. We recognise the crucial importance of our staff. We will build a sustainable and fulfilled workforce, striving for excellence in recruitment, retention and job satisfaction. We will promote and value our staff's physical and psychological safety and the need for our staff to feel safe at work, if they are to deliver safe, effective and compassionate care.
11. We will work positively and imaginatively with our partners to innovate, and to develop strategies which will improve access to accommodation, education, training and employment for people with learning disability.
12. We will achieve financial balance by development of recruitment and retention strategies, robust contracting and innovative partnership working.