Mid Essex Integrated Neighbourhood approach

Mid Essex Provider Forum – 19.7.23



Quick activity

What are your 3 biggest organisational challenges?

Use the sticky notes on your table. What are the common themes?



3 biggest organisational challenges

Skilled care market Staff allocation Devolution System is complex True collaboration Resources Vacancy rates **Premises Capacity** Retention Workforce recruitment **Collaboration** Recruitment **Consistent Funding** Workforce **Demand** Red tape Time **Doubling in demand** HR Staffing Funding Maintaining culture Time to plan Stakeholder engagement

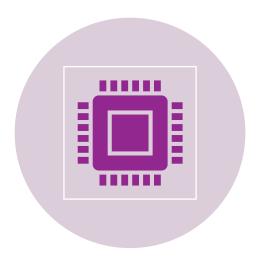
Top 3 challenges in the system...

- Workforce (recruitment, retention, availability)
- 2. Capacity in the system
- 3. Demand for services



Exploring Perspectives

On your tables, use the flip-chart to answer the following questions.







WHAT DO YOU THINK IS CURRENTLY WORKING WELL IN MID ESSEX SYSTEM?

WHAT DO YOU THINK COULD BE DONE DIFFERENTLY?

Our approach to building an IN Approach in Mid Essex

Design the right things...

Design things right...



Developing an integrated neighbourhood approach in Mid Essex

Over the next 6 weeks

Over the next 18 months

Our challenge -

How do we develop an integrated neighbourhood approach in Mid Essex?

Start

Defining our vision

DEVELOPMENT OF A COLLABORATIVE EVIDENCED-BASED SOLUTION FOR MID ESSEX

Research

Discover/ dream Explore/ define

Design

Develop/ Deliver/ test & learn listen

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Workshop 1

developing insight into the problem

Workshop 3

Presenting back out design ideas/agreeing next steps

Workshop 2

playing back the initial insight to partners

The point at which we will begin evaluate our test and learns

Learning and capacity building throughout

Integrated Neighbourhoods

<u>Isn't</u>

- A service or team
- About pursuing integration for the sake of integration...
- Going to be the solution to all our problems
- Going to be a quick fix

Is

- Person-centred
- All-age/whole family
- About building sustainable collaboration
- About building on what's already strong
- About existing teams working together in a coordinated & purposeful way



Journey so far...

Design the right things. Design things right.

Applying theoretical approach (Double Diamond structured design approach)
Understand learnings and approaches from colleagues in other geographical areas
Create an identity

Design and plan a series of strategic workshops

Workshop 1 – Discovery and design

50 partners attended

Collated shared resources (partner biographies/acronyms)

Unpick initial capacity needs

Workshop 2 – Playback to partners and filling in gaps

30 partners attended

Additional insights from partners around multi-disciplinary meetings

Workshop 3 – Share purposed vision, mission, values and principles

40 partners attended

Feedback gathered on vision, mission, values and principles

Next steps agreed



Partners told us...

Complex system

Challenging to connect

Lack of safe spaces to collaborate

No shared sense of purpose





What does all this mean?

Only by working together as a system can we support our population, whether their need is now or to prevent the need for support in the future

What would look like for the person?

- I have greater personal choice and control
- Agencies and professionals work with me and my carer(s) to plan my care
- I am more resilient and supported to self-care and self-manage
- I can do the things, and achieve the outcomes, that are important to me



What would this look like for partners?

- Collaboration all levels
- More joined-up systems & services, making the best and most sustainable use of all available resources. Reduced duplication.
- A greater focus on early intervention & prevention, whilst maintaining the support for complex and long-term care.
- Reducing the number of people needing complex or critical care.
 - Strong, resilient & sustainable local systems



Our ask of you...

- Continued engagement in the process
- Be honest
- Keep an open mind
- Share good practice
- Highlight challenges
- Complete Team Mid Bio https://forms.office.com/e/bwL9L5x4yf



How to complete the partner bio's





Thank you! Any questions



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