



February 2024

Dear colleague,

Project Fusion is the name for the programme taking place to create a new, combined NHS Foundation Trust to deliver community, mental health and learning disability services across Hampshire and the Isle of Wight. Bringing services into a single organisation will result in more consistent care with reduced unwarranted variation, more equitable access to services irrespective of postcode, and a more sustainable workforce and services. The new organisation will be large, yet will operate locally to ensure services can best meet the needs of different communities.

The name of the new organisation once created will be *Hampshire and Isle of Wight Healthcare NHS Foundation Trust*.

A considerable amount of progress towards creation of the new Trust has been made in recent months. Below are details of some of the key areas of activity.

Appointment of Designate Executive Team

In the summer of 2023 Ron Shields and Lynne Hunt were appointed as Designate Chief Executive and Designate Chair for the new organisation, and we have recently confirmed further appointments to the Designate Executive team, as follows:



Colleagues external to the current organisations have been appointed to the roles of Chief Nursing Officer, and Director of Strategic Development and Innovation. We will provide further updates on these appointees on our website shortly.

The interview panels had wide ranging representation including the designate Chair and Chief Executive, Non executive directors representing the three current Trusts, colleagues representing the Integrated Care Board and NHS England, alongside service user, carer and other stakeholder representatives.

This leaves one remaining Executive Director role to appoint to, namely Director of Quality Improvement and Engagement, and this process will be undertaken in February.

Full Business Case



In November 2023 the Boards of Solent NHS Trust, Southern Health NHS Foundation Trust and the Isle of Wight Trust approved a comprehensive Full Business case for the creation of Hampshire and Isle of Wight Healthcare NHS Foundation Trust.

The new Trust will come into being following final approval from NHS England. Under these arrangements Southern Health and Solent, together with the Community, Mental Health and Learning Disability services of the Isle of Wight NHS Trust will move into the new organisation.

The Full Business Case describes in detail the case for change, benefits, and the work required to bring the Trusts together. A summary of the Full Business Case is available to read [here](#).

Hampshire CAMHS take first step into the new organisation



We welcomed colleagues from Hampshire Child and Adolescent Mental Health services (CAMHS), from Sussex Partnership NHS Foundation Trust, into Southern Health on 1 February 2024. This aims to forge a more accessible and integrated healthcare system.

The Hampshire CAMHS service in its current form offers a comprehensive range of services, including counselling, psychotherapy and outreach programmes across the county, with clinics covering Andover and Basingstoke, Winchester and Eastleigh, parts of the New Forest and Southampton as well as Fareham, Gosport and Havant. The team has long been a pivotal resource for those young people grappling with mental health challenges, and now, complimenting Southern Health's existing inpatient CAMHS offering, this positive move will benefit young people, their families and staff.

Engagement with our communities, service users and carers, staff and partners



Engaging with our communities, service users and carers, staff and partners has been central to the development of the new Trust and over the course of recent months they have supported us to provide feedback about key elements of the new Trust including vision, values, strategic objectives, the clinical strategy, operating model and naming options.

Recently voluntary sector organisations and members of the community, including service users, their families and carers, joined colleagues from all four Fusion organisations to learn more about our new organisation. Attendees were able to learn more about the new Trust's clinical strategy, with each clinical workstream sharing details of their ongoing plans. Ron Shields, designate Chief Executive for the new Trust, provided an update on the next stages for the organisation and committed to ensuring that the new Trust will continue to work closely with our communities.

Clinical strategy



The high level Clinical Strategy for the new Trust has been developed, which sets out the overarching clinical aims and principles. This strategy aligns with existing system priorities and strategies and has been developed in collaboration with clinicians from provider NHS Trusts, other partners, and people with lived experience. The strategy document can [be read here](#).

A key principle of our Clinical Strategy is the commitment that all clinical decisions are “based on the expertise of both professional and lived experience.” One way we hope to achieve this is by increasing the involvement of peer support workers, people who have lived experience of mental health challenges, within our workforce. This month we held a series of peer support workshops across Hampshire and the Isle of Wight with a range of community partners and those already providing peer support to help start to create a strategy for peer support in the new trust. Further workshops are planned and a draft strategy will then be developed setting out a framework for how peer support work can be embedded in the new Trust.

Ensuring a smooth transition



There will be minimal change to services from day one of our new Trust's implementation. All clinical staff will continue to work in the same teams, in the same locations, with the same colleagues, seeing the same people who use our services, as they are now. Our priority is to ensure that all services continue to operate safely and effectively as we integrate our people and ways of working in the new organisation.

Once the new trust is established 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.

We will continue to keep you updated on progress towards the creation of the new Trust. In the meantime if you have any questions please contact us via project@fusion.hiow.nhs.uk.

