

**Our vision: To improve the quality of life for the communities we serve**

**Our organisational strategy: People, prevention and partnerships**



**Our breakthrough objectives:**

**Our objective:**

**By when:**

**1. Adult Community Mental Health Service Development**

- 1.1 Establish mental health practitioners working in GP surgeries across Sussex.
- 1.2 Enhance our personality disorder and rehabilitation services with new investment.
- 1.3 Make the case for new investment in adult eating disorder services and an enhanced 18-25-year-old pathway.

- 1.1 June
- 1.2 June
- 1.3 Dec

**2. Children & Young People Mental Health Service Development**

- 2.1 Ensure specialist children and young people crisis services are available 24/7.
- 2.2 Improve our waiting times for assessment in children and young people's eating disorder services.
- 2.3 Increase occupancy within Chalkhill hospital to 85%.
- 2.4 Increase access to perinatal services so at least 1648 mothers access services each month.

- 2.1 June
- 2.2 Sep
- 2.3 June
- 2.4 Dec

**3. Digital Adoption**

- 3.1 Implement an electronic prescribing and medicines administration system.
- 3.2 Achieve level 5 national digital maturity accreditation whereby the Trust meets high standards of digital adoption.
- 3.3 Implement a patient portal enabling patients to access their records online.
- 3.4 Develop and implement a digital inclusion plan to assist service users to access digital services.

- 3.1 Dec
- 3.2 Dec
- 3.3 Dec
- 3.4 Dec

**4. Recruitment & Retention**

- 4.1 Increase our workforce by at least 300 WTE.
- 4.2 Complete analysis of current vacancies, throughput, and hard to recruit posts.
- 4.3 Complete modelling of expected workforce expansion.
- 4.4 Establish a recruitment hub to improve our ability to increase team staffing and achieve target of increasing workforce by 300 WTE.
- 4.5 Increase pool of applicants to vacancies through international recruitment.

- 4.1 Dec
- 4.2 Mar
- 4.3 Mar
- 4.4 June
- 4.5 Sep

**5. Learning & Development**

- 5.1 Establish a leadership development programme for Trust staff.
- 5.2 Develop organisational development services with 100 staff accessing them in 21/22.
- 5.3 Provide 24 employee-provider apprenticeships.
- 5.4 For at least 50 new apprentices to be employed by the Trust in 21/22.
- 5.5 Staff turnover to be maintained at 14% or less.

- 5.1 Mar
- 5.2 Mar
- 5.3 Dec
- 5.4 Dec
- 5.5 Dec