

Agenda Item 7

		THE HEALTH SCRUTINY COMMITTEE FOR LINCOLNSHIRE	
Boston Borough Council	East Lindsey District Council	City of Lincoln Council	Lincolnshire County Council
North Kesteven District Council	South Holland District Council	South Kesteven District Council	West Lindsey District Council

Open Report on behalf of United Lincolnshire Hospitals NHS Trust

Report to	Health Scrutiny Committee for Lincolnshire
Date:	16 May 2018
Subject:	Children and Young Persons Services at United Lincolnshire Hospitals NHS Trust - Risk to the Safety of the Service

Summary:

This paper has been developed as a response to the difficulties and challenges faced by the children’s and young person’s services at Pilgrim Hospital, Boston caused by a severe shortage of doctors and nurses. This service also has clinical interdependencies with neonatal and maternity services at United Lincolnshire Hospitals NHS Trust.

The Children’s and Young Persons Directorate has reviewed temporary options for children’s services at the hospital due to concerns raised by paediatricians and senior nurses, who have said that although current services are safe, they may struggle to provide safe care in the future if things remain as they are due to severe staffing shortages.

A paper was presented to ULHT Board on 27 April 2018. The paper presented five options on temporary measures that may need to be taken to maintain safe paediatric services at Pilgrim Hospital, Boston. ULHT Board has supported further working up of four out of five options

Before ULHT can make a decision, ULHT will carry out the risk assessments and carry out public, staff and stakeholder engagement to get a full picture of the quality and equality impacts on the options. We will also continue to recruit to maintain safe services.

The Board asked for more detailed work to be completed and a report brought back to the next meeting on 25 May before a decision will be made.

This paper to health scrutiny committee provides the background of how this has

happened and why the position has deteriorated. It clearly identifies and analyses the issues that are faced in our current service.

Actions Required: To provide feedback to United Lincolnshire Hospitals NHS Trust on the content of this report.

1. Background

- The children's services provided at Pilgrim Hospital cannot be sustained in their current form beyond 4 June 2018 unless additional middle grade doctors can be found to fill gaps in the rota.
- With effect from 1 July, it is expected that there will be only 1 substantive middle grade doctor on the rota at Pilgrim out of an establishment of 8 wte (whole time equivalent).
- The issues with the middle grade rota at Pilgrim for children's services will also impact on the obstetric (maternity) and neonatal services at Pilgrim, which will no longer be sustainable from 1 July unless additional medical cover can be found to cover the middle grade rota.
- National and international recruitment extensively pursued by the clinical directorate has failed to produce significant numbers to support the rota.
- The clinical directorate are working relentlessly with medical agencies, irrespective of financial cost, to find agency and locum medical staff to support the rota at Pilgrim in order to keep the children's services running safely.
- There is a concern raised by the medical team of the safety relating to a potential medical rota, if recruitment of locums was possible, where 7 wte out of an establishment of 8 wte are locum/agency doctors. Therefore, the clinical directorate are attempting to recruit senior medical staff to cover the middle grade rota at Pilgrim, and are also seeking to recruit locum consultants to cover the middle grade rota.
- This paper identifies four options that the Trust Board considered as possible temporary options to mitigate against potential safety risks caused by immediate staffing crisis until a longer term strategic solution can be implemented.
- The paper includes an initial quality impact assessment of the options being proposed, and also includes an initial equality impact assessment that the Trust Board considered.
- A task and finish group that has been established to develop the work required to mitigate the current risks and ensure the safe and sustainable running of children's, obstetrics and neonatal services at ULHT.
- We continue to work hard to recruit to the vacant posts with the intention of sustaining as many services as safely possible at Pilgrim Hospital.

The report submitted to the Trust Board is set out in Appendix A to this report. Also included are Appendices 1, 2 and 3 of the Trust Board's report. Appendices 4 and 5 are not included, but are available at the following link:

<https://www.ulh.nhs.uk/about/board-meetings/friday-27-april-2018/>

2. Conclusion

The Health Scrutiny Committee is asked to provide feedback to United Lincolnshire Hospitals Trust on the content of this report.

3. Consultation

Where a decision has to be made without allowing time for consultation because of the risk to safety or welfare of patients or staff, the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013 allows for the decision to be made without consultation. However, at this stage no decision has been made by United Lincolnshire Hospitals NHS Trust and the Committee may wish to provide feedback to the Trust Board for its consideration on 25 May.

4. Appendices

These are listed below and attached at the back of the report	
Appendix A	<p>ULHT Trust Board Paper – 27 April 2018: Children and Young Persons Services at ULHT - Risk to the Sustainability of the Service, including:</p> <ul style="list-style-type: none">• Appendix 1 – Staffing Escalation Timeline• Appendix 2 – United Lincolnshire Hospitals NHS Trust: Quality Impact Assessment Tool• Appendix 3 – Full Equality Analysis – Consolidation of In-patient Paediatrics to Lincoln County Hospital and Subsequent Impact on Neonatal and Maternity Services <p><i>Note: Appendix 4 (Terms of Reference of the Children and Young Persons Programme Board) and Appendix 5 (Terms of Reference of the Children and Young Persons Task and Finish Group) are not included in these papers.</i></p>

5. Background Papers

No background papers within Section 100D of the Local Governance Act 1972 were used in the preparation of this report.

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