

To:	The Trust Board
From:	Dr SA Kapadia, Medical director

Title:	Emergency Care – Medical staffing		
Author/Responsible Director: Dr SA Kapadia, Medical Director Author Dr SA Kapadia			
Purpose of the Report:			
<ul style="list-style-type: none"> To provide Trust Board with assurance on progress made with medical staffing recruitment in Emergency Departments associated risks and impact. 			
The Report is provided to the Board for:			
	Decision		
		Discussion	X
	Assurance	X	
		Information	X
Summary/Key Points:			
<ul style="list-style-type: none"> There has been no significant change to the staffing levels of the Emergency Departments at ULHT There is likely to be a reduction in the predicted number of middle grade emergency medical staff for December 2016 Quality impact data continues to be monitored with no serious incidents to date. There continues to be some poor patient experience. 			
Recommendations:			
The Trust board are asked to note the assurances provided the ongoing risks and impacts and the continued overnight reduced opening hours of the Emergency Department at GDH.			
Strategic Risk Register		Performance KPIs year to date	

Resource Implications (eg Financial, HR)	Continued recruitment of nursing and medical staff for the three A&E departments
Assurance Implications	
Patient and Public Involvement (PPI) Implications	
Equality Impact	
Information exempt from Disclosure	No
Requirement for further review?	Yes

Emergency care

Medical staffing

Lincoln County Hospital

Ten applications have been received for middle grade posts in the ED. To date:

Four have been offered employment but:

- 0 in post but hopeful for 2 to work at LCH and 1 to work at PHB
- January/February at the earliest
- 1 declined

Five we have been unable to contact for interview, failed to attend or

Two general practitioners expressed an interest to work in the ED short term. One is due to start soon and the other can no longer be contacted.

Royal College of Physicians approval has been obtained for the remaining vacant consultant posts. Adverts are due to be placed shortly.

To date none of the doctors offered employment are in post.

The current middle grade position at LCH

	July	August	September	October	November	December
% of hours by LCH substantive MG (wte)	36 (4.0)	24 (2.6)	24 (2.6)	24 (2.6)	24 (2.6)	24 (2.6)
Actual hours by GH substantive MG % of hours (wte)	-	≤75hr/w (2.0)	≤75 hr/w (2.0)	≤75 hr/w (2.0)	≤75 hr/w (2.0)	75 hr/w 18 (2.0)
% of hours by long term locum MG (wte)	0	0	0	18 (2.0)	18 (2.0)	27 (3.0)
% of hours done additionally by LCH staff		6	4.5	3.5	?	
% of hours by short term locum MG (wte)	64 (7)	65.3 (7.2)	72 (7.9)	55 (6.1)		31 (3.4)
Unfilled hours		17 hrs/w	10 hrs/w	0 hrs/w	?	0 hrs/w
Actual hours by GH consultants (wte)	-	-	-	<8 hrs/w (0.2)	<8 hrs/w (0.2)	8 hrs/w (0.2)

Pilgrim Hospital

Ten applications have been received for middle grade posts.

Seven have been offered employment but:

- One has failed IELTS x2
- Five have declined or pulled out
 - Four higher salary elsewhere
 - One due to lack of substantive consultants
- Two awaiting references ? start in January 2017

Two awaiting Skype interviews in December

Grantham and District Hospital

No further applications

Below summarises the impact of the recruitment success at each of the hospital sites, and shows the number of staff that could be in post as a result of the recruitment drive together with anticipated start dates.

Summary of potential recruitment to medical middle grade posts

	Lincoln funded for 11.0 wte		PHB funded for 11.0 wte		GH funded for 6.0wte		ULHT funded for 28 wte
	Substantive	Long term locum	Substantive	Long term locum	Substantive	Long term locum	Total
01.08.16	2.6	0	4.0	0	5.0	0	11.6
01.09.16	2.6	0	5.0	0	5.0	0	12.6
01.10.16	2.6	2.0	5.0	2.0	5.0	0	16.6 (17.6)
01.11.16	2.6	2.0	5.0	2.0	5.0	0	16.6
01.12.16	2.6	2.0	4.0 (6.0)	2.0	5.0	0	15.6 (17.6)
01.01.17	3.6	3.0	6.0	2.0	5.0	0	19.6
01.02.17	5.6	3.0	6.0	2.0	5.0	0	21.6

Numbers in *italics* represent appointments subject to a number of actions beyond the control of ULHT

Numbers in () represent what was predicted at the November Trust Board

Quality Impact

From our incident monitoring process through Datix, there have been no serious incidents reported to date although we are aware of issues relating to some poor patient experience.

Regular telephone conference calls continue with the clinical commissioning groups, LCHS and EMAS to discuss any issues along with the impact the changes have had on patients, their services and staff.

Summary

Reducing the A&E Department opening hours at GDH to 09.00 – 18.30, has continued to enable the A&E Department at LCH to be supported by the middle grade and consultant staff from the A&E Department at GDH. This has reduced the reliance on the current LCH middle grade and consultant staff having to work additional hours

There remains the potential to recruit to 21 middle grades for ULHT however, this is subject to a number of actions beyond the influence of ULHT. It is highly unlikely that

these doctors would be in employment before January or February 2017 and would need a further period to be inducted and made fully operational. The recruitment of middle grade doctors to LCH remains challenging but appears to be a very slowly improving picture. However, we have already seen some doctors decline to accept offers of employment in favour of other Trusts.

Recommendation

The Trust Board is asked to note the contents of this paper. It is recommended that the reduced opening hours of the Emergency department at GDH remains unchanged.