

United Lincolnshire Hospitals 
 NHS Trust

To:	The Trust Board
From:	Dr SA Kapadia Medical Director

Title:	Emergency care - Medical staffing		
Author/Responsible Director: Dr SA Kapadia			
Purpose of the Report: To provide Trust Board with assurance on medical staffing recruitment in the Emergency Departments to enable Grantham A&E to extend its opening hours			
The Report is provided to the Board for:			
Assurance	X		
Summary/Key Points:			
<input type="checkbox"/> There has been no significant change to the staffing levels of the Emergency Departments at ULHT since February's Trust Board			
Recommendations:			
The Trust board is asked to note the medical staffing levels in the Emergency Departments and the planned extension to the opening hours of the Grantham A&E.			
Strategic Risk Register		Performance KPIs year to date	
Resource Implications (eg Financial, HR) Continued medical and nursing recruitment 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 staffing

Consultant medical staff

The total number of substantive consultants in A&E remain at 4. The previously reported resignation of the long term locum has been replaced. There is a temporary reduction in clinical activity of another consultant. The expected consultant staffing numbers for ULHT will vary from 14 wte to 15wte during the month of March.

Middle grades

The planned start of a MG for February has been deferred to March. There are three candidates shortlisted for interview in March.

Trainees/junior medical staff

It is anticipated that there will be a reduction in the number of junior medical and trainee staff from April 2017. This will increase the need for locum cover to 5 out of 10 at LCH and continue with 2 out of 11 at PHB.

Registered nursing staff

The A&E department at Grantham have 5.59 wte registered nursing vacancies. At PHB there are 2.98 wte nurse vacancies in A&E. At LCH there are 5.17 wte nurse vacancies.

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.

	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
01.11.16	2.6	2.0	5.0	2.0	5.0	0	16.6
01.12.16	2.6	3.0(2.0)	5.0 (4.0)	2.0	5.0	0	17.6 (15.6)

01.01.17	2.6 (3.6)	3.0	6.0	2.0	5.0	0	18.6 (19.6)
01.02.17	2.6 (5.6)	3.0	6.0	1.0(2.0)	5.0	0	17.6 (21.6)
01.03.17	2.6(3.6)	3.0	6.0	1.0	5.0	0	17.6(18.6)
01.04.17	3.6	3.0	6.0	1.0	5.0	0	18.6

Summary

To date the number of substantive or long term locum middle grades recruited has increased to 17.6 wte but the number of consultants is predicted to be not less than 14 during March. Junior medical staff are likely to decrease even further from April resulting in an increased reliance on locums. The recruitment of middle grade doctors to ULHT and in particular LCH remains particularly challenging and volatile. Although there remains the potential to recruit more middle grade doctors, this is subject to a number of actions beyond the influence of ULHT. Nursing recruitment to the A&E department also remains challenging.

The staffing levels for the Emergency departments at ULHT have not changed significantly since last reported to the Board (February 2017). It remains possible to allow A&E at Grantham to increase its opening hours from 9.5 to 10.5 hours whilst at the same time continuing to provide support to Lincoln County Hospital.

Recommendation

The Trust Board is asked to note the contents of this paper.

The provision of emergency services, particularly at LCH, remains fragile and requires the continued support of A&E medical staff, from GDH, on grounds of patient safety.

Receive assurance that it is safe to continue with the previously agreed proposal, to increase the A&E opening hours at GDH from 27th March 2017.