

## Horizon Scan JANUARY 2023

### Medicine, Urgent Care and Ambulance Service

- Recruitment of Consultants, Doctors, Nurses, HCAs and Paramedics continues and remains the Care Group's highest priority; these initiatives are beginning to be realised with new staff arriving and taking up their posts across the Care Group. This is key to the reduction of staff costs and meeting CIP targets.
- Work continues in ED to define and develop work in response to the issues highlighted by the CQC during their pilot visit
- Service improvement plans will be developed as necessary in response to the final CQC reports once they have been received.
- A paper is being developed for the Executive Team's consideration which will propose options to redesign the overnight operating model of the MEDS following a recent independent review and consultation.
- Aligned to the Information Governance and Data Protection Transformation Project, work continues at pace to strengthen the information governance standards of practice across the Care Group.
- A number of representatives from across the Care Group attended the Hospital Major Incident Medical Management & Support course in January.

### Medicine, Urgent Care and Ambulance Service cont. /2

- Frailty is making good progress and we are quantifying the savings made with the assistance of MIAA. Transformation activity continues, despite the pause on funding. Any improvements that can be made with no or low cost are being progressed. Those initiatives that require funding to progress will continue to be developed and planned to ensure that they are ready for implementation when resource and funding becomes available.
- Work is ongoing with the Service Development team to address Waiting Lists in medical specialities with the assistance of Manx Care staff, Medefer and other groups.
- Jo Standish started in post as the Associate Director of Nursing for the Care Group from 2<sup>nd</sup> January 2023; an interim Senior Nurse for Medicine has been appointed whilst the recruitment for a permanent position takes place.
- The business case to introduce Hear and Treat in the Ambulance Service has been approved by the Treasury; work has now commenced to develop an implementation plan. Concurrently, the business case to introduce 'See, Treat & Leave' is currently out for consultation with the other Care Groups.
- As a newly established team, the Urgent and Emergency Care Leadership Team attended a facilitated workshop to determine their purpose as a team, what roles and skills are currently captured within the team and where the areas for development are.
- As agreed at the January sitting of the Transformation Oversight Group, work has recommenced on the development of the Same Day Emergency Care business case in readiness for submission to the Health and Care Transformation Board in March.

### Integrated Cancer and Diagnostics Services

#### Pathology

- Offer of appointment made for the Consultant Pathologist post. Incumbent Pathologist to stay for another 12 months
- LIMS low level design and UAT on-going.
- Digital pathology project is stalled– talks with NHS supply chain in November but still no reply.
- Talks in October around membership of Merseyside and Cheshire Pathology Network. Still no confirmation.
- Funding for new CL3 facility seems to have stalled with Treasury. Major issues with testing for any new outbreak / pandemic / new Variant.

#### Radiology

- Radiology five year capital equipment replacement programme business case submitted to the DHSC – still awaiting outcome.
- Business case being progressed for a reporting radiographer.
- Advert for Consultant Radiologist to go live this month. Radiographer recruit also underway
- CTCA WLI funding awarded by R&R. Funding discussions for other modalities underway.
- RIS/PACS procurement decision due to go to supply chain by end of January.

- Band 5 nurse appointed to support Radiology CNS

#### Pharmacy

- Internal applicant accepted chief pharmacy technician post
- 2 staff successfully completed their pharmacy technician training and now registering
- Ongoing recruitment for pharmacists (40% vacancy), impact on ward based service with some areas having supply function in coming weeks
- UAT testing started for version update (10.22) of EMIS HAP pharmacy stock system
- Medical Gas Group reconvened with 1<sup>st</sup> meeting 26<sup>th</sup> Jan23

#### Cancer Services

- DPiA now in place to allow administration access to IOM systems to support better communication of test results for Oncology clinic preparation – in the process of setting up a clinical staff rota to support the service

### Integrated Diagnostic and Cancer Services cont. /2

- CCC/IOM nursing teams developing regular meetings together to align competencies/training – this is being led by Cathie Quine
- Recruitment of specialist nursing staff continues to be a challenge within the Oncology Day Unit
- The two vacant Cancer Care Co-ordinator posts have been offered following interviews – once in post this will allow the work to restart around the offer of personalised support in conjunction with the CNSs and Macmillan Cancer Information Centre
- Recruitment of Macmillan Business Support Executive Officer due to start in post in February
- Cancer Screening Programme Board second meeting has taken place with positive work completed as part of QIP – further development towards better governance structure being developed
- Continued high number of suspected cancer referrals is impacting across the Care Group and wider Manx Care.
- Cancer Access Policy and MDT Policy work underway
- MDT team working to improve reporting of patient progress against Cancer Waiting Times targets with clinical teams – new model being trialled currently

### Integrated Primary Care & Community Services

- Ballasalla GP Practice has handed their contract back (contract to end on 31 July 2023) – currently working on a solution
- Vaccine Pharmacist (0.2wte) & NICE TA Pharmacist recruited
- Recruitment progressing for Team Leader position within Medicine Optimisation Team
- Significant work continues with head-hunting GPs
- Bank GP has been offered within Prison Healthcare Service giving the service more resilience
- Various nominations have been made for the Care Awards for services within the Care Group

## Horizon Scan JANUARY 2023 cont. /2

### Social Care Services

- Edge of Care service pilot due to commence in C&F from 1 February;
- Respite Review for Children with Disabilities to commence on 30 January;
- Recruitment Strategy for Foster Carers on hold, staffing pressures currently in this team in addition to pressures in the Comms Team;
- ALDS Service Lead reviewing housing stock with Director of Infrastructure;
- Tender for Day Services (Mooragh View) has been undertaken. The service user profile and ratios have changed, meaning this service will require additional funding to deliver;
- In Older Peoples Services, the project group to ready Summerhill View for opening is working away ready for Spring 2023;
- Internal review of Dementia Care Services to commence;

### RECRUITMENT

- Vacancy position in Community Support Services (Home Care) has vastly improved, with 10 vacancies now being carried. This service is in a position to start accepting referrals again;
- In Adult Social Work, recruitment will be underway shortly for x2 Group Managers and Team Managers to support the Adult Generic and Older Peoples Community teams;

### Integrated Mental Health Services

- Significant success in substantive medical recruitment including an Associate Specialist in Adult Inpatient Acute commencing post in January and an Associate Specialist in CAMHS and Consultant in Older Persons Mental Health commencing their respective posts in February.
- Community Wellbeing Service has successfully recruited 2 Assistant Psychologists, 1 Counsellor and an Occupational Therapist.
- Successful recruitment to the position of CRHTT lead practitioner.
- Two current service users participating in the supported earnings scheme have now commenced full time employment.
- Additional nursing and psychology posts created within CAMHS utilising existing unfilled vacancies within the wider service. A previously submitted CAMHS business case is being re-drafted to demonstrate the need to transform the existing service model to ensure consistency with the THRIVE framework.
- Additional funding secured to temporarily extend restoration and recovery psychological provision within CAMHS in lieu of business case submission.
- Funding for 23/24 has been secured to realise shared care arrangements within CAMHS and Substance Misuse enabling more efficient use of Medical and Non-Medical Prescriber resource.
- The outstanding CQC inspection of the Acute inpatient Service previously delayed due to a incidence of COVID is taking place between the 31/01 & 01/02, this will conclude the current IMHS inspection cycle.
- New mental health service live dashboards now operational enabling far greater analysis of demand/capacity and performance. Work continues with colleagues in BI and performance to support inclusion of a more comprehensive suite of KPI's enabling benchmarking against NHSE standards.
- Sessions planned with Social Care colleagues to explore tangible opportunities to adopt more integrated approach/models within the care groups.
- New Drug and Alcohol team electronic prescribing software now live
- The IMHS has been nominated for 4 Care Awards.

### Integrated Women & Children and Family Services

- Children's Ward were successful in obtaining the CARE Award in November.
- The Care Group is working closely with the Exec Team to collectively review some key areas of both operational and quality performance. We welcome the opportunity to rapidly resolve areas of concern to ensure as a are Group we deliver safe and high quality care.
- The Care Group has identified 3 key areas for improved service delivery and cost efficiencies. Proposals have been drafted to seek approval to progress as part of the Cost Improvement Programme.
- The Care Group is working closely with Business Intelligence team to determin KPI's and devise a Summary Report for the IPR.
- Our Children's Community Nursing Team, who are leading and delivering care within the community and out of hospital settings have relocated from the Hospital to Palatine Group Practice.
- Care Group Representatives are attending the RCNi Nursing Careers and Job Fair in Manchester on 8th February 23. They will be exhibiting Nursing careers within the Care Group.
- Maternity Services has had a successful recruitment drive. They have appointed two Lead Midwives (internally) and one external midwife with the potential of a second external midwife on the horizon.
- The Termination service is in the position to internally deliver all services on island including booking, pre-assessment, clinic appointments and a counselling service. The contract with our UK provider is scheduled to be reviewed.