

COMMITTEE ALERT, ADVICE, ASSURANCE REPORT TO BOARD

Committee:	FINANCE, PERFORMANCE & COMMISSIONING COMMITTEE
Meeting Date:	25 October 2023
Chair/Report Author:	Nigel Wood

KEY ITEMS DISCUSSED AT THE MEETING

- **September Management Accounts and Revised Year End Forecast**
- **Pay Award**
- **Performance and Accountability Review**
- **Integrated Performance Report ('IPR')**
- **Capital and Infrastructure Update**
- **Consultant and Nursing recruitment**
- **R&R Phase 2 & 3**

The minutes from the Business Case Review Group meetings held on 9 August, 13 September and 26 September 2023 and the minutes of the Cost Improvement Plan Board meetings held on 20 September and 18 October 2023 were noted.

TO ALERT (Alert the Board to areas of non-compliance or urgent matters or new risks or issues that need to be escalated to DHSC or other IoM departments)

Issue	Committee concern	Action required	Timescale
September Management Accounts	The accounts show and adverse movement of £3m so the year end forecast was now a deficit position of (£30.2m). However since Manx Care was established spend has increased by 18% and during the same period, cumulative inflation has reached 24%.	Escalation to the Board	31.10.23

	Constraining spend to an 18% increase over the period, represents a £92m efficiency since 2021 and an efficiency of £32.9m in 23/24.		
Pay Award	The Royal College of Nurses had been made a revised pay offer for 22/23 and its members were being balloted. Negotiations for 23/24 had not commenced. The Committee remains concerned that the inability of Manx Care to agree pay awards will adversely affect the ability to attract prospective employees relocating to the Island thus increasing reliance on more expensive bank and agency staff. The reliance on Treasury to fund the pay award was also a cause for concern.	Escalation to the Board	31.10.23
Capital and Infrastructure Update	There continued to be many issues ongoing with properties within the estate that were not fit for purpose. There is insufficient staff and office accommodation as several existing buildings cannot be occupied as they are in a poor condition. Manx Care is reliant on the Department of Infrastructure to maintain the estate in accordance with the shared services model.	Escalation to the Board	31.10.23
ASSURE (Detail here any areas of assurance that the Committee has received)		Action	Timescale
Consultant and Nursing Recruitment	There had recently been some very positive recent consultant recruitments and further interviews were being held across all specialities. The G-Tech recruitment of nursing staff had also proven successful. The recruitment into substantive roles lessens the reliance on more costly bank and agency staff.	For noting.	31.10.23
Integrated Performance Report ('IPR')	The report continued to improve and IPR's were now generated at care group level.	For noting.	31.10.23
Performance and Accountability Reviews ('PAR's')	The PAR's were carried out on a regular basis. The focus on the meetings was around financial management, IPR challenges and successes, progress against CQC action plan and risk management for each care group. A standard reporting template was also in place to ensure consistent information was being received.	For noting.	31.10.23
R&R Phase 2	The success of the Synaptik programme was discussed. Prior to R&R phase 2 being introduced there were approximately 4 cataract operations performed daily at Nobles whereas there are	For noting.	31.10.23

	now 20 cataract operations carried out daily. The reinvention of the pathway had been transformational.		