

Board of Directors Meeting: Thursday 21 May 2009

BD2009.37

Subject	Children's Services at the Horton Hospital			
Purpose of paper	To inform the Board of the current position on children's services at the Horton Hospital			
Board Lead(s)	Mr Andrew Stevens, Director of Planning and Information			
Background papers (if any)	Report of the Independent Reconfiguration Panel dated 18 February 2008 Trust Board paper TB2008.51 Horton Hospital - Interim Plans for Children's and Maternity Services			
Action/decision required	The current position in relation to the provision of children's services at the Horton Hospital.			
Key purpose	Strategy	<u>Assurance</u>	Policy	Performance
Strategic Goal(s)	SG1: To be the hospitals of choice			
Strategic Objective(s)	SO2: To provide high quality, efficient and innovative core services SO7: To provide demonstrably excellent clinical outcomes and indicators of patient safety SO9: To maximise the Trust's contribution to the health and wellbeing of the local community			
Links to: Board Assurance Framework/ Trust Key Risks/Annual Health Check element(s)	The maintenance of safe and sustainable services at the Horton Hospital is identified on the Trust's key risk register			
Also considered by	Oxfordshire Primary Care Trust and the Better Healthcare Programme			
Resource and financial impact	To be determined and negotiated with Oxfordshire PCT			
Consideration of legal/equality/diversity/engagement issues	The Better Healthcare Programme in which the Trust is a full participant has a comprehensive stakeholder engagement plan			
Acronyms and abbreviations used	IRP: Independent Reconfiguration Panel			

Horton Hospital: Position Statement on Interim Plans for Children's Services

Introduction

1. Oxfordshire Primary Care Trust established the Better Healthcare Programme for Banbury and Surrounding Areas to take forward the recommendations of the Independent Reconfiguration Panel, which were endorsed by the Secretary of State, in relation to proposed service changes at the Horton Hospital. As part of phase I of this work, the Trust was tasked with the development of interim plans for sustaining those services at the Horton Hospital that were the subject of the Independent Reconfiguration Panels report.
2. In line with the project plans set by the PCT, interim plans were signed off by the Board of the Oxford Radcliffe Hospitals and the Oxfordshire Primary Care Trust in July 2008.
3. For children's services the key elements of the plan are summarised below:
 - Core plan - maintain current staffing arrangements supplemented by additional staff grade doctors and consultants.
 - Contingency plans - move to a hybrid rota of staff grades, consultants and locum consultants if middle grade doctors with sufficient experience cannot be found to staff the out of hours rota.
4. The purpose of this paper is to update the Trust Board on the current position in relation to the implementation of the interim plans for children's services.

Current position

5. The core plan for children's services was implemented and has been sustained for the first year of the Better Healthcare Programme. However, while there has been success in recruiting to the additional staff grade and consultant posts, difficulties have arisen in the recruitment and retention of middle grade posts. This reflects the position across parts of the country in relation not only to posts such as those at the Horton which are not recognised for training but also to training posts. As of the beginning of March 2009, only one of the seven middle grade posts required to sustain the relevant rota was filled.
6. As a result of this staffing position the Trust has been required to move into the contingency component of the interim plan. The service is currently being supported by the use of short term locums. These arrangements are sustained through the increased support and commitment of existing senior staff.
7. To review the current position and potential options for sustaining services for the rest of the Better Healthcare Programme a workshop was held on 20 April 2009 under the auspices of the Better Healthcare Programme. The workshop involved representatives from key stakeholders in the programme. This included non executive and senior clinical and managerial representation from the Trust, local GPs, representatives from

the PCT and representatives from the wider stakeholders involved in the Better Healthcare Programme Board and Community Partnership Forum.

8. The workshop proved to be a very positive and valuable vehicle through which these issues could be discussed. The two key conclusions of the workshop in relation to the interim plans for children's services were that:
 - The current arrangement involving the employment of a series of short term locums was not sustainable in the medium term.
 - The preferred option for sustaining services over the remainder of the Better Healthcare Programme was the development of the hybrid rota.
9. A task force has been established to develop the plans for the hybrid rota. The task force's objective is to seek to develop a deliverable rota that will safely sustain the current model of children's services for a further 12 months to allow time for the Better Healthcare Programme to put forward the preferred option for the longer term provision of children's services to Banbury and the surrounding areas.
10. The outcome of the work of the task force will be reported to the Trust Board and to the PCT and the wider Better Healthcare Programme.
11. The longer term strands of work associated with the Better Healthcare Programme are proceeding. These will be reported to the Board at appropriate milestones.

Andrew Stevens
Director of Planning & Information
12 May 2009