

## Gloucestershire Health & Care Overview & Scrutiny Committee

Written report from Cllr Martin Horwood to CBC overview & scrutiny committee 11 February 2019

Gloucestershire Health & Care Overview & Scrutiny Committee (HCOSC) met on 15 January 2019. A complete video with all presentation slides is available at [https://gloucestershire-public-tv/core/portal/webcast\\_interactive/396234](https://gloucestershire-public-tv/core/portal/webcast_interactive/396234) although unfortunately it is not itemised as usual.

The meeting did not discuss proposed changes to **General Surgery**. A special HCOSC meeting will discuss these on 20 February, along with **protecting Gloucestershire Hospitals walk-in services** following a motion passed at the county council. The latter item could include discussion of the implications of Urgent Treatment Centre plans for Cheltenham A&E.

A previous O&S asked me to raise the issue of **staff shortages**. I did so under the first item below but was also directed to the Trust's public board papers ( <https://www.gloshospitals.nhs.uk/about-us/our-board/board-papers/january-2019/> ). These included two red risk register ratings - for workforce issues due to "on-going lack of staff able to deliver the emergency general surgery rota" and overspend on agency staff due to "ongoing high vacancy levels" but also this overall picture showing a staff shortage of 400+ across the Trust, albeit slightly improving:

Vacancy levels					Gloucestershire Hospitals 	
					NHS Foundation Trust	
<b>Aug-18</b>						
Row Labels	Funded Establishment	Contracted	Difference	Vacancy Rate		
Add Prof Sci Tech	337.08	317.07	20.01	5.94%		
Additional Clinical Services	1271.16	1109.11	162.05	12.75%		
Allied Health Professionals	364.14	367.77	-3.63	-1.00%		
Healthcare Scientist	153.36	147.12	6.24	4.07%		
Medical & Dental	844.91	800.83	44.08	5.22%		
Nursing & Midwifery	2192.74	1999.03	193.71	8.83%		
<b>Grand Total</b>	<b>5163.39</b>	<b>4740.93</b>	<b>422.46</b>	<b>8.18%</b>		
<b>Oct-18</b>						
Staff Group	Funded Establishment	Contracted	Difference	Vacancy %		
Add Prof Sci Tech	326.61	313.88	12.73	3.90%		
Additional Clinical Services	1267.31	1083.06	184.25	14.54%		
Allied Health Professionals	363.01	366.09	-3.08	-0.85%		
Healthcare Scientist	152.61	145.56	7.05	4.62%		
Medical & Dental	840.92	805.66	35.26	4.19%		
Nursing & Midwifery	2179.13	2008.2	170.93	7.84%		
<b>Grand Total</b>	<b>5129.59</b>	<b>4722.45</b>	<b>407.14</b>	<b>7.94%</b>		
<b>Highlights:</b>						
<ul style="list-style-type: none"> <li>Vacancy data was presented to the PODC for the first time in October 2018 (August Data), key factors to consider when interpreting this high level data: <ul style="list-style-type: none"> <li>Data is generated from the finance ledger, whilst we work towards establishment control via our employment record system (project underway)</li> <li>Data is, at this point in time, presented at a high-level - therefore will not highlight departmental level variance associated with bandings and / or local capacity and demand issues. For example, AHP's appear to be working over establishment – however we are aware of the shortage in radiography.</li> <li>The figures for October show an improvement to the vacancy position across the Trust, however ongoing turnover within Additional Clinical Services contribute to an increased vacancy pressure in this area – despite efforts to increase the recruitment of HCA's.</li> <li>Additional information follows to demonstrate the plans in place to address areas with a vacancy factor of &gt;10%.</li> </ul> </li> </ul>						

The main agenda items on 15 January were:

- **Community radiology**

The Committee received a petition about community radiology services which were subject to emergency changes due to 24% staff shortages last year which mainly affected the community hospitals. This prompted a wider discussion of workforce shortages, especially with Brexit looming. It was confirmed the radiology changes were intended to be temporary.

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- **Adult mental health**

A joint presentation was received on adult mental health, focussing on crisis, urgent and emergency care. There was a welcome strategic focus on prevention and recovery as well as explanation of some innovative services including street triage in collaboration with the police, Recovery College and the Cavern social drop-in centre in Gloucester - I asked if we could have one in Cheltenham! 2gether's crisis response had received 'outstanding' rating from CQC although questions were raised about liaison with schools, liaison with A&E departments (raised by Cllr Dobie) and actual crisis response when prevention fails. 2gether's own survey showed 79% felt the crisis team recognised and managed their risk well (so 21% did not) and 60% felt the recovery plan met their needs (so 40% did not).

- **Director of Public Health's report 2017/18**

This statutory report again focussed on mental health and particularly pathways to mental wellbeing including for schools and young people. The report was praised although some councillors, including myself, raised the omission of other public health issues from the statutory report (eg obesity/weight, smoking, epidemic preparedness, communicable diseases etc). The report is online at <https://www.gloucestershire.gov.uk/gloucestershire-county-council-news/news-october-2018/director-of-public-health-report-published-on-world-mental-health-day-10-october/>

- **Integrated Care System**

The long-awaited cross-NHS Integrated Locality Boards are now to be renamed Integrated Locality Partnerships but still do not have agreed boundaries (Cheltenham + Winchcombe + Bishop's Cleeve is still one possible locality) and have still not been formally launched in a form visible to the public and to district councils like CBC. They should be formalised by March. Much joint working was reported in the meantime.

- **GCC Director of Adult Social Services report**

I raised the loss of the carer support contract currently held by Carers Gloucestershire (recognised as a centre of excellence by the Carers Trust) to the sometimes controversial private company PeoplePlus. We were assured that a rigorous assessment of the quality of service promised by each bid was carried out but I personally regret this decision very much and believe councillors should keep PP's performance under particular scrutiny.

Cllr Martin Horwood  
8 February 2019