

Update from the Committee *for* Health & Social Care

This is the first in a series of planned updates to inform the community about the work of the Committee *for* Health & Social Care and the services provided under its strategic and political direction. We will refer to these services collectively as Health & Social Care (H&SC).



As this is a new approach to communications for H&SC we expect these updates to evolve and continually improve in response to feedback. We will aim to cover both the major points of discussion at Committee meetings and the operational plans and activity surrounding those subjects to provide the most useful and meaningful information to the community as possible.

To begin it is worth revisiting the priorities set out in the 2016 Business Plan established by the previous Board. These priorities remain with the current Committee and reflect the programme of Public Service Reform.

The business plan identifies **6 key areas** of work:

- Policy – in particular work on key strategies such as the Children and Young People Plan and the Supported Living and Ageing Well Strategy.
- Performance – to ensure our services are of high quality and secure best outcomes for service users.
- People – one of our key priorities for 2016 is to face the challenge of an international shortage of nurses, social workers and other key professional groups.
- Finance – to control spending we have embarked on an ambitious programme of reform and efficiency.
- Commissioning – focussing on vital commissioning programmes such as the contract with the Medical Specialist Group.
- Transformation – establishing a sustainable operational platform in H&SC and developing a transformation plan to deliver the vision for the future H&SC.

The first substantive meeting of the Committee *for* Health & Social Care was held on Wednesday 1 June 2016 and we detail below the main items discussed.

Prioritisation – policies to support priority setting for services and treatments funded through Health and Social Care.

The Committee *for* Health & Social Care are routinely required to make very difficult choices about what is viable, and what it is not viable, to provide through available public funds. Under continuous pressure to provide comprehensive services and regularly making very difficult decisions, balancing demand and available funding, the Committee firmly believe that an open and transparent process is required and indeed communicated so that the community and service users can easily understand.

To this end, a series of educational pieces will be published starting with information on the Individual Funding Panel Process i.e. what happens if you need a special course of treatment that is not ordinarily covered under the existing planning and resource allocation processes. It is hoped that this will provide service users with a better understanding of the process of applying for funding, how these applications are dealt with, how long before you get a decision and the process to make an appeal against a decision of the panel.

Commissioning of an independent review of H&SC need, provision and related governance in Alderney.

This review is being jointly commissioned by the Committee *for* Health & Social Care and the States of Alderney in response to a recommendation made in the review by the Good Governance Institute earlier this year. The terms of reference are currently being finalised and a media release with full details of the review will be issued as soon as details are confirmed.

The current financial position of the committee – the position after the first 4 months of 2016 and forecasts for the rest of the year.

As highlighted in the statement made by the President of the Policy & Resources Committee on 8 June 2016, H&SC are currently forecasting an overspend in 2016 with the main contributing factors being agency staff costs and off island treatment.

There is a commitment throughout H&SC, politically and operationally, to minimise spending whilst getting the best value possible for all our service users.

Heidi Soulsby, President of the Committee *for* Health & Social Care will be addressing the Assembly on this matter at its next meeting on 28/29 June 2016. In the meantime, the following measures are currently being taken across operational teams:

Managing Vacancies

To maintain required service levels, H&SC, like the majority of health and social care organisations across the UK, must use staff from specialist agencies to augment their substantive workforce. Recognising the need to limit the budget impact of the sometimes higher cost of agency staff, H&SC have this month entered into agreements with a limited range of approved providers, which will provide H&SC with their required, temporary staff but at agreed, preferential rates.

Clearly, with 2,000 staff, H&SC experience a significant turnover of personnel across the operational year. We have introduced a 'challenge and sign off' system, to make sure service managers formally consider not appointing to a vacant position if that is possible without adversely affecting service delivery. The opportunities H&SC have to 'not' recruit will be limited, but this will make sure that all options are considered.

Active rolling recruitment programme

To ensure we have the maximum level of permanent and directly hired staff our rolling recruitment programme has sourced nurses and midwives from UK, Europe and as far afield as the Philippines. H&SC continues to actively engage new nursing staff via careers fairs and from relevant education establishments – including our own Institute which is training the next generation of nurses here in Guernsey.

This active recruitment programme is also working hard to 'convert' our agency nurses and midwives to established posts with H&SC if they wish to join our teams.

On 2 & 3 June 2016 H&SC staff took a stand at the RCN Jobs Fair. H&SC staff were present at the event and interviews were offered at the fair for anyone interested in the nursing vacancies in Guernsey.

This was just one of the many initiatives that are part of our active, rolling nursing recruitment campaign.

Skills Mix Review

A skills mix review is being carried out to ensure we have the right nursing staff trained to the right level and all ranks of nursing staff can see and access their career pathway – all the way to the position of Chief Nurse.

Transformation of H&SC services.

This is an ongoing and major programme of work developing a transformation plan to deliver the vision for the sustainable future of H&SC in Guernsey and Alderney. More detailed information will be published in these updates as work progresses

Vital Signs

There is an ongoing programme of work to provide regular performance information in the form of Vital Signs reports. This has been an evolving process with performance information being provided regarding safety, service quality, staffing and spend.

Working closely with Jersey

It is clear that the communities in both Guernsey and Jersey share similar challenges – delivering sustainable services and the recruitment of health and social care staff. H&SC will continue to work closely with Jersey to consider collaborative models of working to address these challenges.



Notes for media

This update of news, activity and information is provided for H&SC service users, the public and all media. It will not include any information regarding individual cases that are considered by the Committee or its officers on the basis of maintaining effective confidentiality.

It will only include information regarding specific incidents which we are legally able to make public (i.e. items that are the subject of independent or external reviews, coronial procedures etc. must remain confidential until such time a public statement can be made).

At all times we will ensure that families and individuals who access our services cannot be identified and are protected through the information we provide.