

CAITHNESS DISTRICT PARTNERSHIP

ACTION NOTE FROM MEETING OF: 28 March 2014 in Games Room 2, Assembly Rooms, Sinclair Terrace, Wick

PRESENT: Cllr Bill Fernie (BS) - Chair, Mike Flavell (MF) NHS, Pauline Crow (PC) NHS, John Glen (JG) THC, Shirley Park (SP) THC, Angela Echavarren (AE) THC, Mary Burnside (MB) NHS, Bob Silverwood (BS) NHS, David Alston (DA) NHS, Steven Gorman (SG) SAS, Mathew Reiss (MR) THC

APOLOGIES: Pat Bowers, Thelma Mackenzie, Cllr Linda Munro and Dr Bobby Echavarren

IN ATTENDANCE: Gordon Calder, NOS Newspapers, 7 members of public along with Fiona Anderson & Alison McDiarmid (Notes)

ITEM	SUBJECT	ACTION AGREED	LEAD	NAMED OFFICER	TIMESCALE
	Chair	Welcomed everyone to the meeting and introductions were made around the table.			
	Previous Note	No matters arising			
1	Adult Services - Riverbank Practice	<p>BS updated the Partnership, the main points being:</p> <ul style="list-style-type: none"> – NHS Highland (NHS) initially took over the day to day running of the practice from December 2012 on a temporary basis whilst permanent GPs were sought – Recruitment adverts placed in British Medical Journal (BMJ) with no success – As from 1 April 2014 the NHS will run the practice on a permanent basis, however, if any interest shown it could revert to an independent GP Practice once again. – Service being run by Locum GPs and noted that NHS are indebted to the regular locum GPs for their commitment to the service and continuity of care – Seeking now to recruit 4 GPs, which is not going to be an easy task, along with a Practice Manager – Ongoing review of systems taking place and implemented where required – Patient Participation Group (PPG) set up – first meeting held in June 2013 – Terms of Reference are available on the web site. The next meeting of this Group is to be held on 1 May 2014 at the Rugby Pavilion, Thurso. 	BS	Fiona Duff	
2	Adult Services - Local Care Homes	<p>MF updated the Partnership, the main points being:</p> <ul style="list-style-type: none"> – Over the past year, 2 independent care homes were embargoed following Care Inspectorate (CI) visits. – The CI looked at 4 areas – Care & Support; Environment; Staffing and Management 	BS	MF	

		<p>& Leadership – during their inspections</p> <ul style="list-style-type: none"> – Some areas achieved Grade 3 but their overall scores were 2. – This put immense pressure on hospital beds in Caithness & Sutherland hospitals – Felt there may have been a loss of confidence in these homes by carers and the public. The Councillors present advised that that they were not aware of any concerns from their constituents. – Action plan developed by CI. NHSH put together a support team consisting of the Improvement Lead for Care Homes, Associate Lead Nurse for Care Homes & Community, Associate Lead Nurse for Hospitals and a Contracts Officer. – Care Homes re-inspected in November 2013 where they obtained Grade 3 and the embargoes were lifted. – Noted the hard work by all the Care Home Managers and staff. – Turned out to be a very positive experience for both the NHSH and Care Homes, developing better relationships, mutual respect with a culture of help and sharing. – CI Inspections carried out recently on the 2 care homes run by NHS (Pulteney House, Wick and Bayview, Thurso) who both achieved overall Grade 4s. – Following integration the next steps will be for the continuing role of Reablement which supports the enablement of earlier discharges. <p>MF then went on to update the Partnership regarding the respite beds in the County:</p> <ul style="list-style-type: none"> – One designated bed in Wick, located at Seaview Nursing Home; 2 in Thurso located in Bayview Care Home who cater for clients who do not have a nursing need. – Perception in the County that there is no respite available but most recent occupancy data shows 80% for Wick bed and 70% for Thurso beds. – Usage is shown to be high but there is availability remaining. – Placements are used mainly for planned respite. <p>Action: Care Homes Update to be an agenda item at the next meeting.</p>			
3	Adult Services - NHS Recruitment	<p>BS updated the Partnership, the main points being:</p> <ul style="list-style-type: none"> – Recruitment and retention of staff is a major problem throughout NHS Scotland, currently 120 Consultant (Cons) vacancies alone – At present the North (Caithness & Sutherland) vacancies of a cohort of 3 in each 	BS		

		<p>specialty are 2 Cons Physicians, 1 Cons Obstetrician/Gynaecologist, 2 Cons Surgeons.</p> <ul style="list-style-type: none"> – At the next rotation of junior doctors there will be one vacant post – Vacancies being filled by locums which are very costly. Any projected savings are going towards the locum budget. Locum costs for a year amounted to £600K – In the North there are also other areas affected by Staff shortages – Physiotherapy and Occupational Therapy – Adverts being placed in appropriate publications – Remote & Rural can be seen as a negative in recruitment/retention but also as a positive <p>The Partnership agreed that recruitment and retention of the workforce in the County is a major concern for all Organisations. Suggestion instead of all the Organisations working independently could they work as one?</p> <p>Action: BF to contact Trudy Morris, Chief Executive, Caithness Chamber of Commerce to take forward a joint initiative/advertising venture for all areas.</p>			
4	Adult Services - Maternity Services	<p>BS updated the Partnership, the main points being:</p> <ul style="list-style-type: none"> – Cohort of 3 Cons Obstetrician/Gynaecologists – One Cons left in December 2013 – A long term locum was appointed but circumstances out with prevented this post being taken up. 2 substantive Cons are covering at present but does highlight the fragility of the service – The Job Plans are currently being reviewed before going to advert to hopefully attract/retain suitable candidates – If the service does break down the Contingency Plan in place is that it will be Cons led during working hours and midwife led for Out of Hours – All Mums-to-be have a risk assessment carried out – Risks/Pathways in place for a reassurance to the Public. Mums-to-be and families not to become anxious as there is a very strong, highly experienced midwifery service team in place. – Suggestion to set up a joint group to involve Health staff, Councillors and Service Users until such time the service is more stable. Agreement reached to set up a Group with a maximum of 12-15 people which will report back at Caithness District 	BS		

		<p>was set up it was initially to treat 400 patients a year, the service is now seeing 800 patients a year with referrals still on the increase. The service is very specialised and carried out by various specialties being a one stop service led by a Cons Anaesthetist . There is currently a vacancy for an Anaesthetist within the team which is contributing to delays. Noted that NHSH is indebted to the staff for the continuity of the service during difficult times.</p> <p>➤ How widely do you advertise for Cons etc? – PC advised that initially in the United Kingdom, then European wide, head hunting via locum agencies and then if all else fails, with Scottish Government permission we can advertise out with the European Union.</p>			
6	Children’s Services – Early Years Collaborative	<p>Sheena Macleod (SMcL), Head of Health – Children’s Services, joined the meeting to update on the ongoing work which is taking place in respect of the Early Years Collaborative (EYC). The main aim of the EYC is as the earliest years of life represent the single greatest chance to make a lasting impact on a child’s future. The EYC is about driving forward real and lasting improvements which will improve their outcomes and life chances. It is about using a quality improvement approach to making these improvements. It is also about sharing and learning from others. The EYC have adopted the national ‘EYC Stretch Aims’ – which are ambitious targets that will be worked towards over the coming years. These targets will be challenges and in order to impact on them there is the need to make changes to the way we work.</p> <p>All the EYC information is available on The Highland Council website, available by clicking on the link below: http://www.highland.gov.uk/healthandsocialcare/servicestochildrenandfamilies/highland-early-years-collaborative.htm</p>			
7	Questions re Children Services	<i>No questions arose.</i>			
8	Next Meeting	Friday 27 June 2014 in Naver House, Naver Road, Thurso at 10.00 am			