



TRUST BOARD

	<p><i>The cover sheet purpose is to provide the Trust Board/Committee with a clear summary of the paper being presented, how it impacts on the people we serve, key matters for attention and the ask of the Trust Board/Committee</i></p> <p><i>The Accountable Director must satisfy themselves that the cover sheet is accurate and fully reflects the paper. The expectation is that the Accountable Director has read and agreed the content of both the cover sheet and paper.</i></p>	
Meeting and Date of meeting	<p style="text-align: center;">Trust Board 29th May 2025</p>	
Title of paper	<p style="text-align: center;"><i>Haematology Service Update for Trust Board</i></p>	
Accountable Director	Name	<p style="text-align: center;"><i>Cathrine Reid</i></p>
	Position	<p style="text-align: center;"><i>Director of Surgery and Clinical Services</i></p>
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This paper sits within the Trust Board role of:	<p style="text-align: center;">Accountability</p>	
This paper is presented for:	<p style="text-align: center;">Assurance <i>(Notes on completion at end of document)</i></p>	
Links to Trust Strategic Priorities 	<input checked="" type="checkbox"/>	<p>Collaborative Working</p>
	<input type="checkbox"/>	<p>Learning Organisation</p>
	<input checked="" type="checkbox"/>	<p>Safety, Quality & Experience</p>
	<input type="checkbox"/>	<p>Community First</p>
	<input type="checkbox"/>	<p>Whole-Life Approach</p>

1. Reason for Presentation of Paper / Report

This report provides an update on the Southern Health and Social Care Trust Haematology Service following the escalation of workforce challenges to Trust Board on 3rd April 2025.

2. Detailed summary of paper contents:

- This paper will set out the current workforce position and detail recent efforts to stabilise the service. The paper will also outline measures to support ongoing sustainability of the service.
- Since 2021, there has been a reduction in medical staffing levels at Consultant and middle grade level. Ongoing efforts to recruit Consultants have been unsuccessful, the service found itself at a critical Consultant staffing level with potential significant impact on patients, staff and service delivery.
- Steps have been taken to alert the Strategic Planning and Performance Group and regional colleagues to the issues faced by the service and to request and implement support to mitigate the impact.
- The service finds itself currently in a more stable position with the immediate risk to service delivery and patients mitigated. It should be noted however, that this position is dependent upon the continued availability of the locums and continued support from regional colleagues, which may not be sustainable. It should also be noted that there is a significant financial cost for these two locums. Longer term stabilisation is required.

3. Areas of improvement/achievement:

- The service finds itself currently in a more stable position with the immediate risk to service delivery and patients mitigated.
- A recent Specialty and Associate Specialist doctor recruitment process has been successful with two posts offered following interviews on 29th April. One post has been accepted with the other offer awaiting response. The Specialty and Associate Specialist doctors will release Consultant capacity.
- Assistance is being provided from other Trusts including triage support, management of some new referrals, and support for more complex patient care.

4. Areas of concern/risk/challenge:	
<ul style="list-style-type: none"> The current position is dependent upon the continued availability of the locums and continued support from regional colleagues which may not be sustainable. It should also be noted that there is a significant financial cost for these two locums. Longer term stabilisation is required which will include discussions on regionalisation with commissioners. 	
5. Impact on Statutory Duties: Provide details on the impact of the following and how.	
<i>Financial Impact</i>	<i>Safety and Quality Impact</i>
Yes, there are Financial Impacts <i>There is a significant financial cost for the Locum Consultants</i>	Yes, there are Quality, Safety or Experience Impacts
6. Risk Assessment (Risk level and state if a risk assessment be completed)	
The risk to Haematology services is on the Corporate Risk Register at level 20 - Extreme	
7. Other Business Intelligence/data (If appropriate)	
8. Impact: Provide details on the impact of the following and how. If this is N/A you should explain why this is an appropriate response.	
Corporate Risk Register	<ul style="list-style-type: none"> Provision of Haematology Services is on the Corporate Risk Register – Risk number 1.9
Board Assurance Framework	<ul style="list-style-type: none"> Senior Leadership Team Governance Committee
Equality and Human Rights	Article 3 – Everyone has the right to life (and to live in freedom and safety)

Trust Board Role Fulfilment

Strategy	<i>Papers in this category should address forward-looking priorities, long-term objectives, or service transformation. These are typically focused on shaping the future of the organisation and will often involve decisions on direction, investment, or innovation.</i>
Culture	<i>These papers aim to influence or reflect the values, behaviours, and staff or patient experiences within HSC. They may relate to leadership development, equality, diversity and inclusion, staff engagement, or initiatives intended to reinforce our organisational ethos.</i>
Accountability	<i>Papers falling into this area relate to governance, assurance, performance monitoring, compliance, and risk. They provide evidence that responsibilities are being fulfilled, standards are being met, and corrective actions are being taken where necessary.</i>

Reasons for Paper Presentation

Approval	<i>Used when an item requires a formal agreement or endorsement by the meeting / committee members. Examples are approving minutes, budgets, proposals or policies.</i>
Assurance	<i>Used when an item can be measured against a certain criteria / standard. Examples are a project is on course with delivery or financial targets are being met.</i>
Information	<i>Used when an item is presented for the purpose of updating or informing the attendees without requiring a decision or action, such as reports, updates, or announcements.</i>
Discussion	<i>Used when an item is listed primarily for open discussion, brainstorming or gathering input from the members without requiring an immediate decision.</i>