



Trust Board 22nd June 2023 - Monaghan Row, Newry

Questions from those with Speaking Rights

Eddie Curtis (SOS DHH Group)

Urgent requirement for Communication to the public on the proposed alterations at DHH.

Press release with link to stability plan was issued on 22nd June via social media and media outlets. Trust Board Briefing with plans and presentation issued to all elected representatives and community partners and website updated. Significant press coverage on the plans since Trust Board.

We welcome support from political and community colleagues in sharing accurate information from Trust channels to help allay some of the misinformation circulating.

In light of the public rally this Sunday at DHH it would be useful for us to get proper communication in writing, which we can put to the public at that meeting. It would be beneficial if you could provide us with information we could read out or detail to the public and allow for proper flow of communication to alleviate a lot of the fears that are out there.

As above, Trust Board Briefing was shared with Mr Curtis and Mr Gallagher along with other community partners and political representatives on 22nd June. [TrustBoard - 22june2023 \(paagetiger.com\)](https://www.paagetiger.com/2023/06/22/trust-board-22-june-2023/)

In light of the Pathfinder group not operating at the moment, there is a requirement for some sort of forum to be set up so that communication can be provided to community leaders regionally to ensure proper flow of information.

We are in the process of developing a new project structure to support implementation of our stabilisation plan and the longer term plan for the future of Daisy Hill Hospital. This will include a forum for collaborative engagement.

We are interested in comments on the high dependency unit and how it is going to be impacted and we are interested in the reduction in beds.

In order to safely manage all medical patients with available medical staffing, the stability plan includes co-locating all inpatient medical beds on Level 5 of the hospital including the high acuity beds from the current High Dependency Unit.

We want to develop more alternatives to inpatient medical admissions where appropriate and improve patient flow and discharge. We continue to review and monitor inpatient medical beds in line with available staffing. We will have a minimum of 83 medical beds (from 104 commissioned).

Shauneen Malone (SOS DHH Group)

Asked about the stabilisation of DHH

See Link to stability plan [22.06.23-DHH-stability-plan-update.pdf](#)

I want confirmation that DHH ED is completely safe.

DHH ED continues operating as a Type 1 consultant led 24/7 ED, assessing all medical and surgical patients. The stability plans include enhancing the ED with the development of a Clinical Decision Unit and new Short Stay Unit.

I want confirmation that DHH will retain its Acute status.

The stability plan maintains the Acute status of Daisy Hill Hospital.

Is there a timeframe by which the stabilisation programme will be completed?

Implementation of the plan has begun to secure services through to October 2023, we have now also started to work on the winter plan and with regional colleagues on the longer term vision for the hospital.

DHH is a fully functional hospital but staff have not wanted to work at the hospital because they feel there has been few job progression opportunities and there is no advancement in careers and only cuts.

Recruitment is ongoing for vacant medical posts and other posts at DHH. There has been successful recent recruitment in other areas including, theatre nursing and paediatric consultants.

We are very proud of Daisy Hill and its wide range of vibrant services, for example, paediatrics, obstetrics and gynaecology, renal, cardiology, mental health, emergency medicine, diagnostics, laboratories, pharmacy and other support services.

We want to build on recent developments like the electrical investment, Monaghan Row acquisition, Community Care and Treatment Centre and regional elective surgical hub to attract and develop staff. We ask for support from community and political partners in promoting Daisy Hill Hospital as a great place to work.

What is the comparison in the amount of resources put into CAH versus DHH? DHH has always been under threat and we never hear of CAH closing or services cuts there?

A number of key investments in recent years at Daisy Hill include; the redevelopment of the entire sixth floor into the state of the art paediatric unit, ambulatory unit and theatre, the new outpatients department at Bernish House, the new Direct Assessment Unit, the Emergency Department, the new paediatric outpatients at Clanrye House, the new Medical Education Centre, theatre redevelopment and pharmacy refurbishment. Purchase of the modular CT scanner and recent investment to commence the upgrade of the low voltage electricity supply.

Whilst we are very aware of the regional financial challenges, the redevelopment of Daisy Hill and Craigavon hospitals remain a key capital priority for the Trust and we greatly welcome the influence of all of our elected representatives in securing any potential funding to realise these plans.

There is a perception that CAH is favoured over DHH.

The Trust has always emphasised that Daisy Hill is an essential part of the Southern Trust hospital network, along with Craigavon Area and South Tyrone, serving our entire population from South Down to Mid Ulster.

When the consultants resigned from DHH, did they do an exit interview as to why they left? Can these be looked at for trends over the years?

A review is being undertaken to understand how this situation has happened and to help the Trust learn from it, as well as learning for other peripheral hospitals across Northern Ireland who are facing similar problems.

As of 20th June 2023 certain staff at DHH have no idea what is going on and this was after a meeting with Dr O’Kane. The staff still have no idea, what is being stopped, started or progressed.

Communication has been ongoing with staff, through weekly all staff online briefings and weekly staff newsletter. The staff advice, information and support hub has been available in Committee Room 1 for anyone who would like to drop in to speak to HR colleagues and Trade Union representatives.

We acknowledge that the uncertainty has been difficult for staff over the past number of weeks and we greatly appreciate their support during this challenging time.

Now that the Daisy Hill Hospital Stabilisation Plan has been agreed and confirmed, the HR team has started to meet with teams and individual staff who may be impacted by the changes, to support them through this process.

Why are the Trust's plans so unclear? There is a clear lack of communication between the Trust and staff.

See above regarding staff communication.

Asked about the re-deployment contract. Staff are fearful about signing these contracts because they think they are going to be moved to CAH.

As answered by the Director of Human Resources and Organisational Development at Trust Board, staff have not been issued with redeployment contracts by the Trust, at this time.

Now that the Daisy Hill Hospital Stabilisation Plan has been agreed and confirmed, the HR team in conjunction with Trade Union colleagues has started to meet with teams and individual staff who may be impacted by the changes, to support them through this process to discuss their options in a planned and systematic way.

Whilst some staff may be asked to work differently, there are jobs for all current staff who wish to remain on the Daisy Hill site, or through opportunities in our new models of care.

Is there an exact date for when CAH Consultants will be asked to go to DHH?

One of the consultants has already started at DHH and rotas are being agreed for the others to start within the next few weeks.

Liz Kimmins (MLA Sinn Fein)

Been engaging since last Board meeting. Need to keep pressure on DoH to prioritise DHH. Raised communication gaps. Highlighted the fear that remains amongst staff. Emphasised the need to have clear, coherent updates for people and that they know and understand fully what is being proposed and what it will mean for them and the wider public.

STAFF: Communication has been ongoing with staff, through weekly all staff online briefings and weekly staff newsletter. The staff advice, information and support hub has been available in Committee Room 1 for anyone who would like to drop in to speak to HR colleagues and Trade Union representatives.

We acknowledge that the uncertainty has been difficult for staff over the past number of weeks and we greatly appreciate their support during this challenging time. Now that the Daisy Hill Hospital Stabilisation Plan has been agreed and confirmed, the HR team in conjunction with Trade Union colleagues, has started to meet with teams and individual staff who may be impacted by the changes, to support them through this process.

PUBLIC:

Press release with link to stability plan was issued on 22nd June via social media and media outlets, Trust Board Briefing with plans and presentation issued to all elected representatives and community partners, website updated. Significant press coverage on the plans since Trust Board.

We welcome support from political and community colleagues in sharing accurate information from Trust channels to help allay some of the misinformation circulating.

A number of statements have been issued as the situation and our plans have evolved:

[TrustBoard - 22june2023 \(pagetiger.com\)](https://www.pagetiger.com/trustboard/22june2023)

[Stability plan agreed for Daisy Hill Hospital | Southern Health & Social Care Trust \(hscni.net\)](https://www.hscni.net/stability-plan-agreed-for-daisy-hill-hospital)

[Daisy Hill Hospital Medical Staffing Update | Southern Health & Social Care Trust \(hscni.net\)](https://www.hscni.net/daisy-hill-hospital-medical-staffing-update)

[Trust provides further update on medical staffing at Daisy Hill Hospital | Southern Health & Social Care Trust \(hscni.net\)](https://www.hscni.net/trust-provides-further-update-on-medical-staffing-at-daisy-hill-hospital)

[Southern Trust provides update on medical staffing issues at Daisy Hill Hospital | Southern Health & Social Care Trust \(hscni.net\)](https://www.hscni.net/southern-trust-provides-update-on-medical-staffing-issues-at-daisy-hill-hospital)

Welcomed the positive development around the Elective Surgical Hub and MRI scanner at DHH and how this will help to tackle waiting lists as well as hopefully alleviating pressures on GP services etc.

The MRI scanner will hopefully help to attract staff as it provides greater diagnostics for DHH.

In advance of the presentation on DHH, conscious that proposals would be in the short term and we need a robust, long term plan in place for DHH so we don't end up in this situation again.

Implementation of the plan has begun to secure services through to October 2023, we have now also started to work on the winter plan and with regional colleagues on the longer term vision for the hospital.

Liz had further questions/comments answered and addressed by the Chair/CEX in their party meeting on 23/6/23.

Justin McNulty (MLA SDLP)

Welcomed the positive news, but need detail and confirmation on the commitments in relation to the Elective Surgical Hub and MRI scanner at DHH in writing.

Link to press statement on elective surgical hub.

[Developing elective surgery at Daisy Hill Hospital | Southern Health & Social Care Trust \(hscni.net\)](https://www.hscni.net/developing-elective-surgery-at-daisy-hill-hospital)

We can confirm that the temporary MRI scanner is due to arrive on site on 3rd July 2023 to be operational by the end of the month.

If the Trust proposals are adopted, will DHH retain its status as an Acute Hospital in its own right?

The stability plan maintains the Acute status of Daisy Hill Hospital.

The Trust is on record as saying negative commentary by elected reps is an impediment to recruitment and retention of key staff in DHH. How much of an impact does the imbalance of resource allocation and investment overseen by the Trust have on the recruitment and retention of key staff at DHH?

The Trust has always emphasised that Daisy Hill is an essential part of the Southern Trust hospital network, along with Craigavon Area and South Tyrone, serving our entire population from South Down to Mid Ulster. Last year DHH remained a busy hospital with around 2,019 births, 55,057 ED attendances, 8,042 inpatient admissions and undertook 82,466 diagnostic investigations.

We are very proud of Daisy Hill and its wide range of vibrant services, for example, paediatrics, obstetrics and gynaecology, renal, cardiology, mental health, emergency medicine, diagnostics, laboratories, pharmacy and other support services.

A number of key investments in recent years at Daisy Hill include; the redevelopment of the entire sixth floor into the state of the art paediatric unit, the new outpatients department at Bernish House, the new Direct Assessment Unit, the Emergency Department, the new paediatric outpatients at Clanrye House, the new Medical Education Centre, theatre redevelopment and pharmacy refurbishment.

We want to build on recent developments like the £9 million electrical investment, Monaghan Row acquisition, Community Care and Treatment Centre and regional elective surgical hub to attract and develop staff.

Whilst we are very aware of the regional financial challenges, the redevelopment of Daisy Hill and Craigavon hospitals remain a key capital priority for the Trust and we greatly welcome the influence of all of our elected representatives in securing any potential funding to realise these plans.

We also ask for support from community and political partners in promoting Daisy Hill Hospital as a great place to work.

The Trust and DoH has placed huge emphasis on the immediate stabilization of DHH. Has there been any forward planning done, beyond the media crisis? What is the 5 year plan for DHH? Will you commit to producing and honouring a 5 and 10 year plan with firm commitments for the future of the hospital on a regional basis?

Implementation of the plan has begun to secure services through to October 2023, we have now also started to work on the winter plan and with regional colleagues on the longer term vision for the hospital.

Can the Trust confirm that the Northern Ireland Medical & Dental Training Agency (NIMDTA) will be sending trainees specifically to DHH rather than just to 'The Trust'? How long has NIMDTA committed to keeping trainees in DHH?

There is continued ongoing engagement with NIMDTA. NIMDTA has confirmed that we will receive our normal allocation of junior doctors to Daisy Hill in similar numbers as in previous years.

Has the Trust identified any themes or trends in the reasons sighted for Consultants leaving the hospital?

Is the reasons for departures within the Trust's ability to address? If not, what representations if any, has the Trust made to the agency or agencies with the ability to mitigate those factors? For example, the Consultant tax issues.

A review is being undertaken to understand how this situation has happened and to help the Trust learn from it as well as learning for other peripheral hospitals across Northern Ireland who are facing similar problems.

The Trust has sighted regional assistance from other Trusts as a means by which to offset the impact of proposed changes to DHH. What specific assistance has been requested by the Southern Trust and what commitments of assistance have been provided by other Trusts thus far? I am concerned about terms like mutual aid. This requires clarity.

Regional colleagues are supporting with medical training and outpatient clinics for GI patients.

Has the Trust lobbied the DoH and the UK Government for remuneration packages/enhancement benefits? If so, when was the most recent representation made and what was the response to it?

Enhancement packages will be made available for Consultants to work in Daisy Hill Hospital.

What extraordinary efforts have the Trust engaged in, in an effort to attract high calibre consultants to these Shores? That means above and beyond advertising in the British Medical Journal.

Recruitment for vacant medical posts continues.

All Medical posts are advertised in the following media outlets

- HSC Recruit <https://jobs.hscni.net/>
- BMJ Journal (Print),
- BMJ online,
- Jobs HSCNI website,
- Social media platforms (Facebook, Twitter, Instagram & LinkedIn).
- Irish Medical Times, NHS Jobs. (when advertised a second time in a year)

The Southern Trust is involved in a number of initiatives to target international recruitment of doctors.

There is a regionally procured contract for International Medical Recruitment. The Southern Trust work closely with these contracted agencies to help fill hard to fill posts. Over the last year, we have asked specialist recruitment agencies to source CVs for over 28 posts in a variety of specialties, including Mental Health, Surgery, Radiology, Geriatrics, Medicine subspecialties and Pathology. This has resulted in five successful appointments in the Trust from a number of countries such as Sudan, Pakistan and India. Doctors have been

appointed at consultant and SAS level in Radiology and SAS level in Medical sub specialties.

The Trust also work closely with Medical Royal Colleges to appoint International Medical Trainees (ST3 level) into two year fixed term contracts. Within the last year, this has resulted in seven appointments. These doctors were appointed to a variety of specialties including Medicine, Medical subspecialties, Renal and Cardiology.

We have also invested in an upgraded BMJ subscription since October 2020, which gives us a greater presence on the BMJ careers page. BMJ Careers is the UK's principal medium for recruitment to hospital, GP and international doctor jobs. Over the last year, we have attracted 21 international doctors directly in response to our own advertisements into a variety of posts. The vast majority of these posts are at junior doctor level in many specialties across the Trust. These doctors originate from a range of countries such as Sudan, Nigeria, Egypt, Pakistan, India, Zimbabwe, Brazil, Malaysia and Iraq.

The Southern Trust established a 'Southern Academy' led by the Deputy Medical Director for workforce and supported by the Medical HR team. The focus of the Southern Academy to date has been to help new international doctors integrate and settle into the NHS system. A clinical lead within Emergency Medicine provides simulation training to enhance induction training and development. In May 2022, the Trust appointed a consultant clinical lead for international recruitment to drive forward this area of work. A junior doctor (Adept Fellow) was also aligned to the work of the Southern Academy from August 2022-August 23.

As well as continuing our work with the Trust's contracted recruitment agency, we are currently exploring opportunities over the next number of months with an alternative specialist recruitment agency who were recently successful in appointing over 70 doctors for a Manchester NHS hospital via one recruitment campaign in Mumbai, India.

Sought clarity on the bed numbers.

We want to develop more alternatives to inpatient medical admissions where appropriate and improve patient flow and discharge. We continue to review and monitor inpatient medical beds in line with available staffing. We will have a minimum of 83 medical beds (from 104 commissioned beds).

Mr McClements stated in the presentation 'it was the ambition to get back to commissioned levels at DHH'. In light of the comment, I require clarity that DHH will be a new ES hub, or is the reality just to get back to where we were before?

Press release on elective surgery as above:

[Developing elective surgery at Daisy Hill Hospital | Southern Health & Social Care Trust \(hscni.net\)](https://www.hscni.net/developing-elective-surgery-at-daisy-hill-hospital-southern-health-social-care-trust)

Donal Duffin (DHH Future Group)

Is the Trust making sure it retains the services of the locums to get through the next six months?

Yes

Welcome expansion on the number of medical staff coming from CAH to DHH

Three senior medical consultants and one locum will be coming from CAH to DHH.

Karl Hughes (DHH Future Group)

Senior medical support from CAH – how many and where from?

Answered as above.

Welcome further detail on support from regional colleagues.

Regional colleagues are supporting with medical training and outpatient clinics for GI patients.

We are bringing in an independent contractor to support with patient flow.

For further updates:

[Southern Health & Social Care Trust | Southern Health & Social Care Trust \(hscni.net\)](https://www.hscni.net)

