


ED - The Journey




Hilary Brearley – March 2016

Background

- Around 100,000 ED attendances per year, and rising
 - An aging population, with pockets of extreme poverty and poor health.
 - Keogh, Care Quality Commission and Health Education East Midlands identifying areas for improvement.
 - A National picture of recruitment challenges for ED medical and nursing staff.
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Background cont.

- Low numbers of ED medical trainees leaving gaps in the rotas
 - Additional team pressures due to long term sickness and a maternity leave.
 - Need to maintain good quality training & supervision
- But ...
- In year improvements in the 4 hour target
 - A stable and highly valued ED nursing team.
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So What Have We Done ?

- 1 and 3 year workforce plan developed, and approved at Workforce & OD Cmt 17 March 2016.
- New ED Junior Doctors Forums.
- Developed a Standard Operating Procedure for consultants – for consistency and accountability.
- Sepsis – Improved performance including screening, documentation and mortality
- Appointment of a Lead Consultant

So What Have we Done?

- Appointment of 3 long term locum consultants – reducing the use of casual locums – improving patient safety.
 - Integrated ED/Acute Physician working 1pm to 7pm week days.
 - Developed an ED rota management policy
 - Appointed a new Governance Lead – to strengthen the departments Governance Framework
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So Where Are We Now ?

- 4 hour target at 94.53% YTD from 92.33% last year
- Enhanced consultant cover 2.30 to 10.30 pm, 7 days – to match peak demand.
- All Trainee, ANP and CESR education and supervision needs met – HEEM action plan
- CESR and ANP programmes in place. Giving long term succession planning for the team.
- Sepsis – improved performance on screening, documentation and mortality

Future Challenges

- Recruitment to 10 consultants
 - Embed Rapid Assessment and Treatment model
 - Strengthen succession planning through CESR, Advanced Practitioner programme, and improved trainee experience.
 - Integrated specialty/advanced practitioner rota
 - Improved team working, leading to workforce stability.
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