CAITHNESS DISTRICT PARTNERSHIP

ACTION NOTE FROM MEETING OF: Friday 30 January 2015 in the Pentland Hotel, Thurso at 10.30am

PRESENT: Cllr Bill Fernie Chair (BF), Cllr David Alston Vice-chair (DA), Niall Smith CVG (NS), Keith Moncur HLH (KM), Cllr Matthew Reiss (MR), Cllr Linda Munro (LM), Dawn Grant THC (DG), Shirley Park THC (SP), Pat Ramsay THC (PR), Cllr Willie Mackay THC (WM), Steven Gorman SAS (SG), Bob Silverwood NHS (BS), Mike Flavell NHS (MF), Gill McVicar NHS (GM)

APOLOGIES: Dr B Echavarren

IN ATTENDANCE: Cllr Deirdre Mackay (DM), Cllr Gillian Coghill (GC), Cllr Gail Ross (GR), Bill Alexander THC (BA), Joanna MacDonald NHS (JM), Deborah Jones NHS (DJ), Alex Macmanus THC (AM), Gordon Calder – NOSN, 20+ members of the public, Irene Hendrie THC (notes),

ITEM	SUBJECT	ACTION AGREED	LEAD	NAMED OFFICER	TIMESCALE
	Welcome	The chair welcomed everyone to the meeting and introductions were made		OTTICEN	
	Previous Action Note 31/10/2014	Adult Services/Scottish Ambulance Service. Falls Pathway Following a review, to date people 65+ who have fallen in Wick and called for the SAS required to be admitted to hospital. We have identified however that there would have been people suitable to enter the pathway in other areas of Caithness and agreement has been reached by all partners to roll the pathway out to all of the Caithness area. This will allow suitable patients to enter the pathway and partners to evaluate accordingly. Adult Services/Scottish Ambulance Service. Sudden Cardiac Arrests/Public Access Defibrillators Oct 13 to Oct 14 Number of patients reported to SAS as in cardiac arrest was 32 Number of patients SAS were able to carry out CPR was 16 Number of Return of Spontaneous Circulation (pulse back by time of reaching hospital) 5 (15.6%)			

1	Caithness	BS gave a brief update on the situation regarding consultants at CGH confirming	
	General	The level of service and type of service provided remained unaltered	
	Hospital	Physicians, surgeons, anaesthetists and obstetrics staffing levels had been	
	(CGH)	maintained through a mix of permanent staff, long term and short term locums	
	Update	A rolling programme of recruitment ensured that there would be locum cover in	
		place two months ahead	
		Interviews were taking place in March for anaesthetists and physicians	
		In addition to this	
		Workflow in the labs had been re-modelled improving the stability of the service	
		The hospital building was undergoing major internal redesign	
		There were 13 delayed discharge patients currently in Caithness hospitals	
		GM outlined the main points relating to the recent shortage of consultants at CGH and	
		what was being done to resolve the situation	
		Advice from senior clinicians indicted the status quo was not a viable option	
		Efforts to recruit consultants into the present work model was extremely difficult	
		CGH was not an attractive option for potential recruits due to the onerous on call	
		responsibilities, loss of specialist skills and isolation from colleagues and professional support	
		These difficulties were being felt across rural areas of Highland not just in CGH	
		The working model needed to change to provide a safe and sustainable service	
		Work was on going to create a model where consultants were recruited to Highland, based in Raigmore but with rotations at outlying hospitals	
		CGH could become a centre of excellence for certain types of operation	
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		 While there was a need to act quickly work was on going to create an effective model that would provide a long term solution 	
		model that would provide a long term solution	
		DJ confirmed that recruitment in general was a difficult issue and to attract doctors,	
		nurses and paramedics there must be opportunities for them to develop career skills. A	
		model where clinicians were based in Raigmore with opportunities to rotate out to rural	
		areas could create attractive jobs.	

		Question from the public		
		Would there be consultation with patients and the wider community?		
		GM – There had been consultation with patient members of the sub-group and with		
		patients going through hospital. The model was still being developed but when finished		
		appropriate consultation would take place		
		If a new model is in place will there be 24 hour A+E over?		
		GM – Currently consultants support A+E although this is not their job role. In a new		
		model there could be dedicated emergency doctors, nurses and paramedics which would		
		be a specialised discipline.		
		WM Has there been a new approach to advertising vacancies?		
		BS – Yes the type and range of advertising has included golden hellos, head hunting,		
		approaching agencies, going too far flung places		
		GM – We have been in the news for placing adverts on busses in English university towns		
		and have been on BBC Countryfile speaking about recruitment. Every form of media has		
		been tried including placing ads on outdoor pursuit websites		
		DJ – Advertising internationally has highlighted delays in getting VISA's A national level		
		approach will be needed to address this issue		
		Could a model which involved travelling up form Inverness be off putting to applicants		
		DJ – Travelling is not an issue and would address the problems of being a sole practitioner		
		which can be very isolating		
		BF – Is it the case that in relation to bank staff hospitals are using auxiliaries instead of		
		qualified nurses		
		GM – Senior Charge Nurses are being asked to ensure that when requesting bank staff		
		they first check to see if a qualified nurse is what is actually required or if an auxiliary is		
		more suited. Also they are asked to check if they need a whole shift covered or just part.		
		This is the sort of efficiency that is expected of any charge nurse particularly in light of the		
		current gross overspend and is a Highland wide practice		
2	Children's	DG gave a briefing on the Childcare and Family Resource Partnership (Appendix 1)		
	Care			

	Partnership	NS stated that the Caithness Childcare Partnership was a very effective group and could		
		benefit from more input from other services via joint working, training, etc		
3	District	BA delivered a presentation on integrating care in the Highlands and the role of District		
	Partnerships	Partnerships in local planning for children, adults and communities. Discussion followed		
	Community	on the formation of a Change and Improvement Plan, what issues it might encompass and		
	Development	how to improve input from other agencies without causing duplication.		
	and			
	Community	There were concerns raised from the public about the accessibility of the DP and		
	Planning	confusion as to whether meetings were open to the public or not. It was also said to be a		
		difficult process to have agenda items submitted.		
4	Next	The next DP meeting was to take place on Friday 27 March 2015 in Wick Town Hall at		
	Meeting	10.00am		