



Staff Communication



Background

As you are aware, North Cumbria is one of three areas in England where local health and care organisations are working together to make improvements for patients as part of the Success Regime. Led by programme chair Sir Neil McKay, the West North and East Cumbria Success Regime is an initiative led in partnership by the two national NHS bodies that have oversight of NHS organisations on a day-to-day basis: NHS Improvement (formerly the NHS Trust Development Authority and Monitor) and NHS England. While they provide support, expertise and resources, they also hold the local health and care system to account for delivering the strategy and plans agreed as part of the programme.

Our Role

We are an active participant in the Success Regime together with North Cumbria University Hospitals NHS Trust, the Cumbria Partnership NHS Foundation Trust and the Cumbria Clinical Commissioning Group. We are represented on the Programme Board and are heavily involved in the transport work stream. We have also established an NWAS Success Regime working group to lead on improvement work in the Cumbria area. This team will be briefing you on a monthly basis.

Key Issues

- Transfers from West Cumbria to Cumberland Infirmary – we are looking at more robust systems that determine what sort of transfers are required to reduce the number of paramedic vehicles utilised.
- We are also looking into direct transport to Cumberland Infirmary rather than taking certain types of patient to West Cumbria with a known transfer afterwards. An example might include neck of femur patients, provided patient pain can be adequately managed.
- Obstetrics - There are several options for the obstetrics in the West and if it was to become a midwifery lead unit there are options on providing a permanent transfer vehicle at West.
- Hele medicine options are being considered for road and air transportation day and night – options being considered include upscaling paramedics in critical care for transfers.
- Urgent care practitioner type roles, consideration is being given to a rotational position between the urgent care community and the whole health economy.

- We recognise recruitment is an issue and are developing more attractive relocation packages, developing new roles and continuing with an international recruitment drive to make Cumbria more attractive and bring new staff into the area. We are also keen to recruit local people to EMT1 roles in order to develop our own Paramedics locally.

Communication and Engagement

On 1 March 2016 the Success Regime published a progress report that summarised the new thinking that is emerging from the Success Regime's clinician-led work groups. As part of the programme's consultation and engagement plans, staff, public and stakeholder events have taken place across the area to provide the opportunity to give views on the emerging options, how we can shape and improve them and what other options the Programme might consider. The Trust was represented by senior managers at all of these meetings and recordings of the events can be seen at www.successregimecumbria.nhs.uk.

FAQs are attached to this briefing and will be added to over the coming weeks.

The Trust is also arranging 2 staff events for staff to give their views, ask questions and would encourage as many staff to attend as possible. These are:

**Wednesday 8 June 2016 – 6-8pm,
Function Room, Premier Inn, Junction 42, Carleton, Carlisle, CA4 0AD and**

**Thursday 9 June 2016 – 11am-1pm,
Function Room, Hunday Manor, Winscales, Workington, CA14 4JF**



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