

Annual Members' Meeting 26 September 2022

Liam Coleman, Chair

Welcome to our Annual Members' Meeting



Please keep yourselves on mute during the call unless invited

We will endeavour to answer all questions tonight

to speak

Welcome to The **Great Western** Hospital The Brunel NHS **Treatment Centre** Shalbourne Suite windon & North Wilts.

Our agenda for today



Chair's Welcome - Liam Coleman, Chair

Financial Review 2021/22 - Simon Wade, Chief Financial Officer

Review of the year 2021/22 and look ahead to the future - Kevin McNamara, Chief Executive

- Who we are
- How we've performed over the past year
- The context we're working in some of the key challenges we face
- How we're planning for the future quality, infrastructure, workforce, and partnerships

Report from the Deputy Lead Governor - Chris Callow, Deputy Lead Governor

Questions from members of the public - To receive and consider any questions submitted in advance or at the meeting, through the Chair.



Financial Review 2021/22

Simon Wade
Chief Financial Officer



Review of 2021/22 and look ahead to the future

Kevin McNamara
Chief Executive



Who we are

Who we are



We are the only integrated provider in Bath and North East Somerset, Swindon and Wiltshire (BSW), running the Great Western Hospital, a primary care network with 2 practices caring for 30,000 patients, and adult community services in Swindon.



5,300 staff across primary, secondary and community services.



Over 400 volunteers who offer 3.500 hours of support every month.



1.2million patient contacts every year.



Pre-Covid we saw 90,000 emergency and urgent attendances per year. This was 117,000 in 21/22.



We have treated around 5.000 patients with confirmed or suspected Covid-19 since March 2020.



We support 30,000 patients across primary care services



13.000 operations carried out in our Theatres in a typical year.



3.800 babies born in the last year.

Our Trust Board





Liam Coleman, Chair



Peter Hill, NED



Dr Nicholas Bishop, NED



Andy Copestake, NED



Paul Lewis, NED



Lizzie Abderrahim, NED



Faried Chopdat, NED



Helen Spice, NED



Payne-Kumar, Associate NED Dr Claudia Paoloni,
Associate NED



Kevin McNamara, Chief Executive



Jude Gray, Chief People Officer



Simon Wade, Chief Financial Officer



Lisa Cheek, Chief Nurse



Claire Thompson, Chief Improvement & Partnerships Officer



Dr Jon Westbrook, Chief Medical Officer



Felicity Taylor-Drewe, Chief Operating Officer



Naginder Dhanoa, Chief Digital Officer

- Our Non-Executive Directors bring a broad range of experience, and work with directors to set the Trust's strategy, providing advice and challenge to ensure standards of good governance are upheld.
- Our Executive Directors are responsible for the performance of their own specialist area, but also have collective responsibility for the Trust.
- Together we take collective responsibility for developing, monitoring and delivering the Trust's overall performance.
- We have re-shaped our Board, and this year appointed our first Chief Digital Officer, a joint role with Salisbury NHS Foundation Trust, who is leading the digital development and transformation across both Trusts.

Our people



We have 5,384 staff (4,809 WTE) and our current vacancy rate is 7% on average. This equates to:

1,082 Admin and Clerical

482 Allied Health Professionals

671 Medical and dental

142 Non-clinical support

377 Scientific, therapeutic and technical

1,707 Registered nursing and midwifery

923 Unregistered nursing and midwifery

72% of our staff identify as White British.

Of the 17% (916 staff) who identify as BAME, there are multiple ethnic identities.

The importance of leadership – new roles

- Chief Digital Officer
- Director of Midwifery
- AHP Lead
- International Recruitment for Midwives
- AHP Workforce Lead for Community

Workforce challenges

- We've had significant challenges with Covid sickness. We've enhanced scrutiny of daily staffing levels.
- Emergency Department recruitment pipeline is healthy.
- Community Nursing pipeline healthy and skill mix review completed.
- Recruitment and Retention plans in place. for Maternity and Radiology.
- Consultant specialist (Anaesthetics, GPs, Urology, Acute Medical Unit and respiratory) recruitment action plan underway.



How we've performed over the last year

How we are performing



	Pre-Covid	2021-22	Now – our latest position	
ED/UTC attendances	110,423	117,504	51,096 (Aug)	
ED four-hour wait time, including UTC	81.28%	78.82%	76.58% (Aug)	
Cancer 2 Week Wait	89.99%	84.10%	76.60% (Jul)	
52 week waits	96 (end of year)	664 (end of year)	1,568 (Aug)	

4hr performance

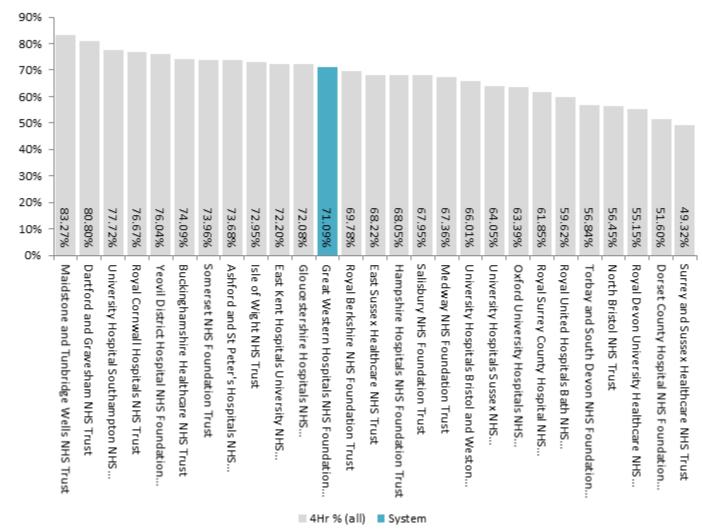


In recent weeks we have been as high as 20th in the country, 2nd in the South West for our four hour performance.

Our latest position is 47th nationally, 12th in the region.



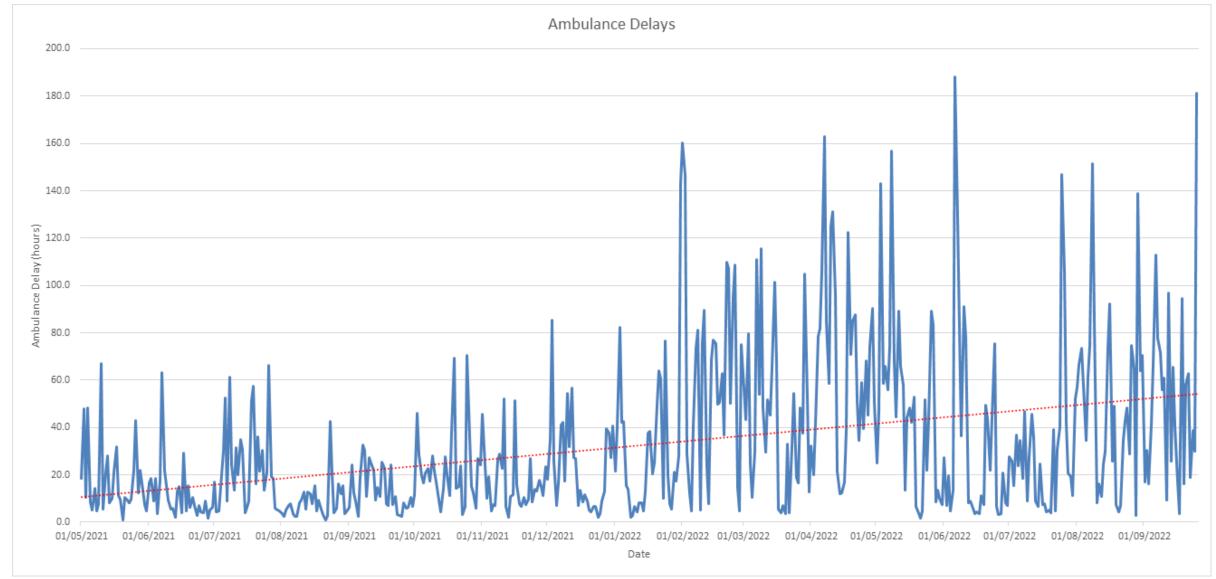
4hr performance - all



Ambulance handover delays

May 2021 - today







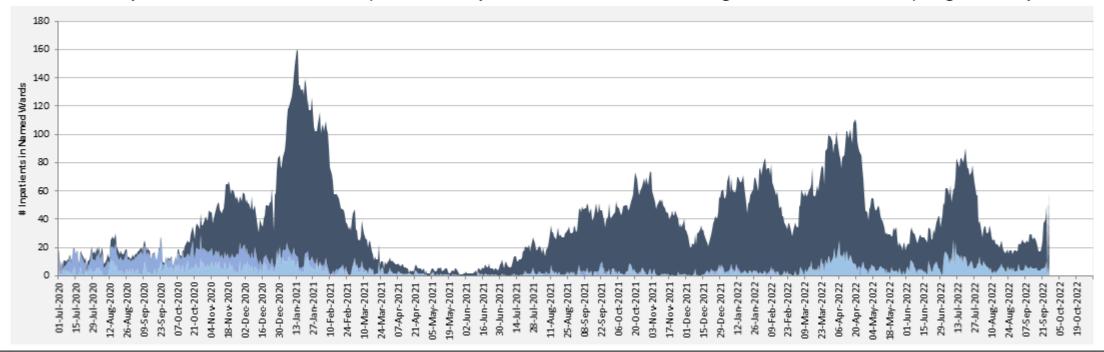
The context we're working in – some of the key challenges we face

The context we're operating in



Covid-19

- On 19 July, the peak of our most recent wave, we had 90 inpatients with Covid at GWH.
- Today we have 57 a jump up from 17 this time last week.
- We are seeing regular waves of Covid, and currently expect these to be every 3 months. This is an
 ongoing risk, with the impact of seasonal flu an additional risk. We were the best in the South West and 8th
 in the country for staff flu vaccine uptake last year and another strong vaccination campaign is key.



The context we're operating in

Great Western Hospitals

Operational pressures

- The whole health and social care system is extremely busy
- High front door attendances but we have seen these reduce in the last 3 months.
- High number of patients with No Criteria to Reside medically fit patients who
 we are unable to discharge home or to social care.
- Many of our patients have been waiting a very long time but our elective recovery remains very challenging – reducing our waiting lists is a real priority.
 Work is ongoing to validate these, and also to look at how we ensure the most vulnerable people are seen much quicker.
- Our plan for 2022/23 sets out that we will achieve 104% of activity compared to 2019/20 levels. We need to do more to not only keep pace with the waiting list, but to bring it down.
- Challenges with access to primary care due to high demand across the system.

Ambulance handover delays impact on our flow of patients and present a risk to patients needing a 999 response.

Number of initiatives in place to help support this –

- Coordination Centre
- Liaison Officer
- New escalation area and admissions lounge
- Increased opening hours for Same Day Emergency Care
- ED Majors Clinical
 Navigator to ensure
 patients are treated in the
 right place, first time

The context we're operating in



Workforce across the system

- Both Covid and non-Covid related sickness challenging at times, but we have seen a reduction.
- On 8 July we had 412 staff sick,
 162 of which had Covid. Today we have 179 off sick, 40 with Covid
- Future waves of Covid will impact on staff sickness – so vaccination programme is key.
- Continue to invest in a wideranging, award-winning health and wellbeing package for our staff.
- Recruitment and retention a national challenge. NHS has 132,000 vacancies (1 in 10 posts).

Cost of living

- Rising cost of living has far-reaching impact:
 - Service delivery
 - Pay and industrial action
 - Health inequalities
 - Capital projects
 - Real-terms budget cuts
 - Psychological impact
 - Short-term approach to funding
- We are likely to see the health impact of the cost-of-living crisis, which will only increase demand for our services.

Social care and care in the community

- We are often unable to discharge patients for a range of complex reasons, including capacity in care homes.
- Impact of cost of living on social care providers is a real concern.
- The Virtual Ward and the Two-Hour Urgent Care Response service are supporting people with complex medical needs at home, as well as preventing people from being admitted to hospital by providing them with urgent care at home.

We are doing all of this in a challenging financial context - our revised financial deficit position now stands at £19.4m, and we need to find efficiencies of £11m in 2022/23

Working to reduce our waiting lists



We now have more than 33,000 patients on our waiting list (compared to 19,967 pre-pandemic) and a number of initiatives have been put in place to **increase activity** and **reduce waiting times** including:



- Additional clinical sessions
- Mobile imaging vans
- BSW-wide additional operating
- Insourcing & Outsourcing in partnership with Independent Sector
- Waiting list validation
- Winter initiatives to better protect elective activity

Activity has not yet returned to pre-pandemic levels and increasing our productivity is a real focus in 2022-23.

RTT Long Waits:

- No over 104 week waiters by July 2022. Achieved.
- No over 78 week waiters by April 2023. On Track.
- No over 65 week waiters by March 2024
- No over 52 week waiters by March 2025
- Further choice for long wait patients.

Diagnostics

• Return to 95% delivery against 6 week standard by March 2025 (rather than 99%).

We have **invested in our diagnostic infrastructure** and work with the wider system is being progressed for community diagnostic hubs.

Cancer

- 75% of patients diagnosed within 28 days of urgent GP referral.
- Return over 62 day waiters to pre-pandemic levels by March 2023
- Deliver around 30% more elective activity by 2024/25 than before the pandemic.

Winter plan – our principles



Plan started earlier this year - based on 30 weeks from 1 Sept 2022 - 31 March 2023

- 1. Winter plan must be an Integrated Care Alliance (ICA) plan with bespoke pieces of work per organisation overseen by the ICA leadership teams
- 2. Support our most vulnerable at their most vulnerable time
- 3. Maintain Elective Capacity
- 4. Focus on reducing demand and increasing capacity
- 5. Continue to embed recovery into all elements of operational & clinical care

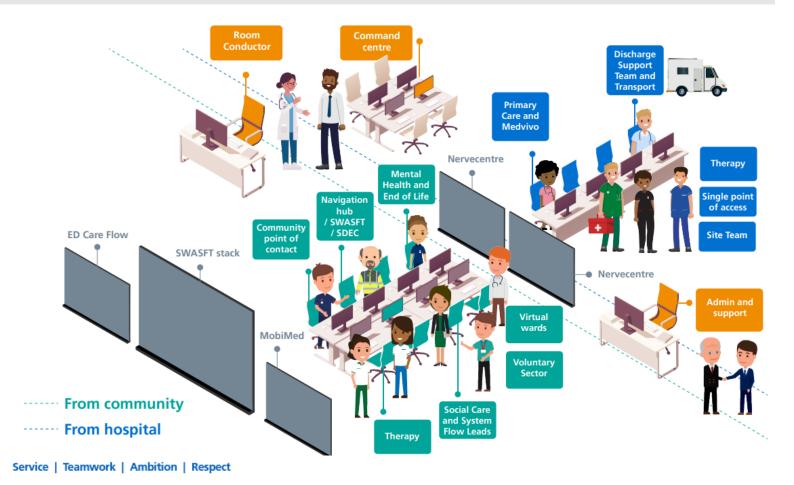
What we are being asked to deliver by NHS England

- 1. Prepare for Covid-19 variants and respiratory challenge
- 2. Increase capacity across all sectors to manage demand
- 3. Increase resilience in NHS 111 and 999 services
- 4. Target Category 2 response times and ambulance delays
- 5. Reduce crowding in A&E departments and target the longest waits in ED
- 6. Reduce hospital occupancy
- 7. Ensure timely discharge
- 8. Provide better support for people at home

Swindon ICA Coordination Centre



Joint working with partners and creation of the Swindon Integrated Care Alliance Co-ordination Centre has put us in a stronger position as we head in to winter but we know this period will be extremely challenging once again.



- New coordination centre launched on 1 September in the Liden Centre at GWH.
- Centre is home to clinical call assessors, the SAFER and navigation hub, Integrated Care Alliance and community services representatives, voluntary services, transport, ambulance service, therapists, end of life, health and social care, locality leads, mental health workers and many more.
- Centre will remove organisational boundaries to enable the system to provide the right care in the right place as quickly as possible.



How we're planning for the future

- Quality
- Infrastructure
- Workforce
- Partnerships

Improving quality

Great Western Hospitals

NHS Foundation Trust

- New Quality Strategy now approved and published.
- Outlines how we want to improve quality up to 2026, with four aims and eight objectives.

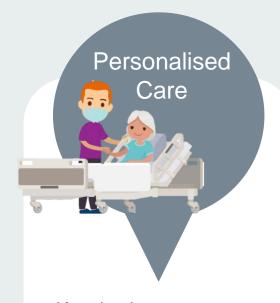






Great Care Campaign

One year on from the launch of the Great Care Campaign, our work streams have grown from strength to strength. Here is just some of what our staff have been working on:



- Keeping in contact
- Mouth care
- Personal care training
- Compassionate conversations
- First Impressions Count:
- 15 step challenge
- Hello my name is...
- I see you
- Dos and don'ts for uniform



- Patient Safety Week
- Learning Zone
- Falls:
- Slipper bank
- Bathroom sensors and sensor mats
- PJ Paralysis
- Meaningful activity
- Nutrition and Hydration
- Medicines safety huddles





Great Western Hospitals

NHS Foundation Trust



- Improvements to overnight stays:
- Eye masks, quietness, lights off
- Sleep champions
- Machine settings
- Clean our Corridors
- Street monitor



- P.R.I.D.E:
- Bitesize newsletter
- HCA Away Days
- Clinical Practice Educators
- Matron Development:
- Matron Away Days
- Surveys to understand working life as a Matron
- Leading through change
- Master classes

Improving our infrastructure



- We place significant importance on improving our infrastructure.
- GWH was built in 2002 and consistently operates in excess of its intended design capacity our ED was originally designed for 48,000 attendances per year.
- Swindon has one of the fastest population growth rates in the UK. Between 2001 (the year prior to the hospital opening) and 2031, the local population is expected to have grown by 42% with more than 11,000 new homes planned, all of which creates added demand for services.
- We are reconfiguring, expanding and improving our urgent and emergency care services as part of our £30m Way Forward Programme.
- It's not all about new buildings
 - we are working to create the **right services** to match local need now and in the future
 - we are investing to give our staff the **IT systems** they need to do their jobs effectively
 - we are **developing our workforce** to give them the skills and support they need to overcome the challenges they face.

Improving our infrastructure: Radiotherapy



Discussions around lack of radiotherapy in Swindon led to agreement with Oxford University Hospitals NHS FT to house £18m satellite centre on our site.

The OUH Radiotherapy Centre @ Swindon was officially opened in July.

Real partnership between our Trust and OUH to make this happen, with our **Brighter Futures** charity raising around £3m through community fund-raising and securing significant donations – development would not have been possible without this funding.

Patients needing radiotherapy will no longer have to make the return journey to Oxford to access the treatment they need.











Improving our infrastructure: UTC

Great Western Hospitals
NHS Foundation Trust

- The new £15m Urgent Treatment Centre opened in July.
- Clinical navigator greets each patient and directs them to the most appropriate place for them.
- Centre has additional clinic rooms and space in adult and paediatric waiting areas, new plaster and ophthalmology rooms, and uses calming colours, a nature theme in the children's waiting area and displays artwork donated by local children, depicting their NHS hero.
- It has the Trust's first ever changing places facility for children and adults with disabilities, after this issue was raised by local group Mums on a Mission.







Our next developments



- Planning is progressing at pace for our new Integrated Front Door, which will expand and co-locate a number of urgent and emergency care services across the hospital, including a bigger Emergency Department.
- Work is underway to unlock funding for projects we can build on the expansion land. This could include a private patients' unit, a sterile services facility, a Centre of Excellence for Rehabilitation and on-site accommodation.
- Our new mobile PET CT Scanner (provided by InHealth) will increase to more than once a week – meaning more people can have diagnostic treatments closer to home.





Improving our infrastructure: Sustainability



We have pledged to become net carbon zero by 2040. So far:

- Our new Energy Centre provides the most sustainable means of power ever generated before at GWH. It uses air source heat pumps, a renewable technology, and doesn't burn any fossil fuels. The Energy Centre is getting Excellent ratings under the Building Research Establishment's Environmental Assessment Method which is the leading assessment method in certifying the sustainability credentials of new developments.
- At GWH in 2021-22 the mileage saved from virtual appointments and agile working is approximately equivalent to 78 times around the Earth, carbon abatement from over 20,000 trees per year, and has saved nearly 6.5 years in time spent travelling.



- Since the introduction of a reusable container system, we have significantly reduced our consumption of single-use containers by 30 tonnes (over 50,000 containers) and reduced CO2 emissions associated with sharps container consumption by 148 tonnes.
- 95% of lighting has been converted to LED lighting and all of our electricity contracts are now on 100% renewable tariffs. CHP go live next year will save us £1m in energy costs.

Improving our infrastructure: IT



£4.8m investment to improve our IT with two areas of focus

Essential investment in on-site IT infrastructure to address continuity and performance risks to the services supporting delivery of patient care

Progressing transition to cloud-based server infrastructure for user applications:

- Migrating from on-site to cloud where viable
- Laying foundations for future migration where not currently viable

Our IT infrastructure improvements are designed to:

- Improve safety
- Increase productivity and efficiency
- Increase resilience (cyber security)
- De-stress the organisation we know that IT concerns are one of the biggest frustrations for our workforce.

Giving us the skills for future challenges

- We are rolling out Improving Together, our new quality improvement methodology and way of working.
- This is empowering and supporting staff to make improvements in their own area.
- Staff are gaining a greater understanding of how they can contribute to, or lead, improvements and our new huddles are working well.
- Improving Together is the golden thread running through all that we do to make our Trust a safer place to receive care and a better place to work.















I have started training nursing and therapy teams on falls and safe of slippers for patients who don't have

It's really starting conversations about footwear and what more we can do to



EasyWee

Overview

Dr Sian Thomas

mproving the experience of immobile female patients

EasyWee allows patients to pass urine while lying or sitting, reducing the pain and risk of injury from moving, while maintaining dignity.

It's fashioned by hand from a male urinal bottle with a wider opening, but here are plans to create a bespoke product which can be used more consistently across the Trust and the wider NHS.

It's a simple, sustainable and cost effective solution, which also saves







My contribution

This is a local innovation that we've been using in Swindon for years, but it isn't used consistently.

It made sense to develop the concept through a research project so that more patients and teams can benefit

I'd love to see EasyWee used beyond the hospital setting, in patients' homes



EasyWee is beneficial to all female

Improving partnership working

Great Western Hospitals

NHS Foundation Trust

- The BSW Integrated Care Board formally came in to existence on 1 July.
- Brought together NHS, local government and voluntary sectors to deliver best possible health and care services with the resources available.
- We are working closer with our partners across the Bath and North East Somerset, Swindon and Wiltshire region, under one collaborative Integrated Care System, with a joint committee at place – Swindon's is chaired by Susie Kemp, CEO of Swindon Borough Council.
- This means we can share learning, support, resources and ideas with colleagues.

We work more closely with RUH and SFT as part of the **Acute Hospital Alliance**, and have set out five priorities for 2022-25:



- 1. Open financial approach.
- 2. Staff modelling methodology
- 3. Secondary care clinical strategy
- 4. Single capital strategy
- 5. Shared Electronic Patient Record

Our place in the community



Our position in the community gives us an opportunity to work to reduce health inequalities and improve life chances

As an employer of choice, we're developing a strategic partnership with New College Swindon to support entry routes in to GWH. One of our first events was attended by health and social care students to discuss opportunities to work for us.

- Expand volunteer workforce
- Use apprenticeships to maximise training opportunities
- Support refugees into employment
- Provide the SEND community with inclusive opportunities

The five areas where we can make a difference as an anchor institution

Increased weighting on social value for tenders & apply priority to prompt payment for small & local suppliers

 Use data to ensure we accurately understand the protected characteristics and deprivation profile of those we serve

Clinical prioritisation to support the most vulnerable

procurement of goods and services

Our most recent site

developments created

44 local jobs; our long

term vision for our

expansion land includes

the creation of

community assets.

Through service delivery



Through corporate and civic behaviours



Linking with the civic university network and through the BSW Academy with other anchor organisations; our sustainability plan delivers health and Net Zero

Developing our culture



We are committed to developing our culture, and focused on these areas:

Openness

Inclusion

Wellbeing

Leadership



This will help us to develop a

Just and Learning Culture

Moving forward



- We are **proud** of the way our teams have responded to the challenge of the past three years for our local community.
- We now face a more complex set of challenges for how we reduce the long-term impact the pandemic has had on our services.
- Despite that we must not convince ourselves that there are no opportunities for us to be ambitious for the Trust and the local health and social care economy.
- As a leadership team we are absolutely committed to doing the best possible for the people of Swindon and Wiltshire – and so are our teams.



Governors' Report

Chris Callow
Deputy Lead Governor

Membership Update



Below is a summary of the membership information as of Monday 22 August 2022:

- ✓ Public Members 5135.
- ✓ Staff Members 6677.
- ✓ Total Members 11,512 (497 less members than 2021).

All members are representative of the local community....there's more work to be done

How do governors represent you?



- Council of Governors business meetings which are held in public
- Appoint Non-Executive Directors and hold them to account for the performance of the Board
- Appoint the Trust's auditors and receive a report on the Annual Report and Accounts and also the Quality Report.

Things we have done during 2021/22





We re-appointed 2 Non-Executive Directors

Liam Coleman

Trust Chair reappointed from 1 February 2022

Lizzie Abderrahim

Non-Executive Director reappointed from 1 May 2022

Andy Copestake

Non-Executive Director reappointed from 1 July 2022

Nick Bishop

Non-Executive Director reappointed from 1 June 2022

- We also re-appointed the External Auditors
 - Deloitte LLP for a further 3 years

Governor appointments in 2021/22



	Constituency/Partner Organisation	Name	Elected/ Appointed
Partner Organisations	Prospect Hospice	Kevin Howard	Aug-22
	Swindon Borough Council	Cllr Jennifer Jefferies Cllr Caryl Sydney-Smith	Feb-22 – Jul-22 Aug 22
	Wiltshire County Council	Cllr Nick Holder	May-22
Public	Swindon Constituency	Eric Shaw	Mar-22
	Swindon Constituency	Robert Hammond	Mar-22
	Swindon Constituency	Raana Bodman	Mar-22
	Wiltshire Central & Southern Constituency	Maurice Alston	Jan-21

Current vacancies

- 1 x West Berkshire/Oxfordshire/Gloucestershire/BANES
- 1 x Rest of England & Wales
- 1 x staff constituency Allied Health Professionals
- 1 x Partner Organisations Oxford Brookes University

Governor involvement in events



- □GWH Open Day July 2022
- **□BAME** Champion meetings
- **□NHS** Conferences
- Hosting Health Talks
- **□PALS** Health Inequalities Forum
- ■Various Governor Training and Workshops
- **□NHS** Provider Governor Focus Conference
- ■Hospital Radio Lead & Deputy Governor
- ■Active participation on Working Groups
- **□** Questions at Council and Board Meetings



Looking ahead



- □Continue to work with the Board to challenge and support performance
- □Contribute towards the development of 2022-2025 membership strategy
- □Ensure the Governor model is aligned guaranteeing we are positioned correctly to fulfil the role effectively.
- □Seek to understand the implications of Accountable Care Systems and the benefits to patients
- □ Represent local people's views to inform decision making
- □Continue to be involved in increasing membership



How to contact a governor

SN3 6BB



01793 605395



Gwh.foundation.trust@nhs.net



Great Western Hospitals NHS Foundation Trust Marlborough Road Swindon



- Thank you
- Any questions?