

1. Jubilee Update

1.1 Solent has been working with Portsmouth City Council and Portsmouth CCG to develop an integrated community inpatient pathway. A number of bed reconfiguration options have been appraised over the last few months. The option preferred by all partners provides the maximum number of beds with the greatest flexibility, within an affordable financial cost, enabling flexible admission criteria to be able to respond to changes in demand and complexity as required. This option indicates the closure of the 12 beds at Jubilee House which would be replaced by 10 Discharge to Assess beds at Harry Sotnick House provided by PCC and 2 additional beds on Spinnaker Unit.

1.2 The COVID-19 pandemic is not yet behind us and Portsmouth Hospital Trust has been experiencing unprecedented (non Covid) demand for several months. With winter fast approaching it is not the right time to embark on a significant change management project to implement the preferred bed reconfiguration.

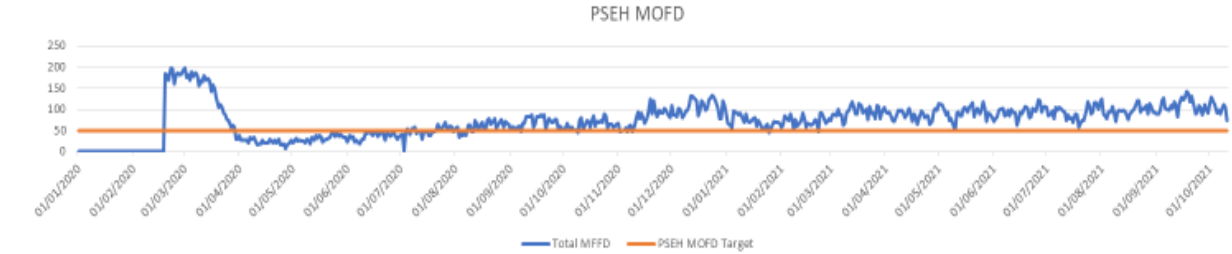
1.3 Jubilee House has served us well over many years. The single room layout, alongside the modifications we made last winter to improve infection prevention control measures and the dedicated staff team has enabled us to continue to provide quality care even though it is not a modern ward. We will continue to provide community inpatient services from Jubilee House this winter and look to implement the new integrated community inpatient pathway post Easter 2022.

2. PSEH System Working

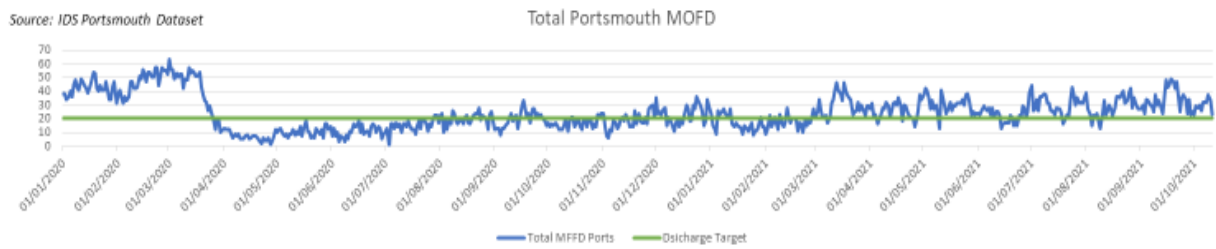
2.1 The pressure at QA Hospital is both significant and sustained and impacting ambulance handovers. There is regional focus on improving this position and Solent and PCC are working hard to ensure that discharges from QA to community take place on a daily basis. This is not without its challenges and staffing pressures in domiciliary care, Covid outbreaks in residential units, internal process issues all impact our ability to meet the daily discharge target for Portsmouth.

2.2 The 3 graphs below show a snapshot of our performance against the Medically Optimised for Discharge (MOFD) target.

Total Medically Optimized for Discharge

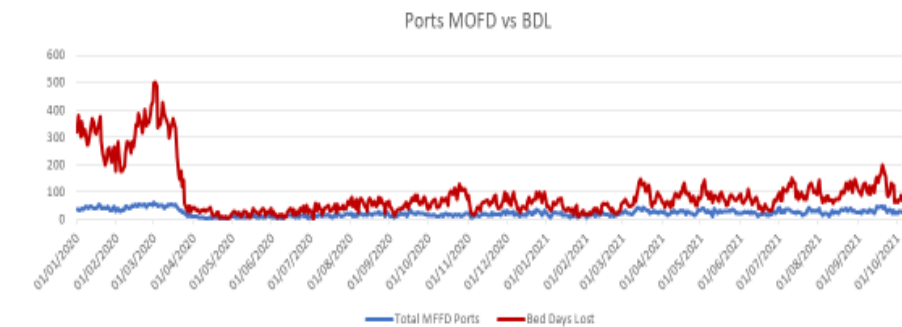


Source: IDS Portsmouth Dataset



Source: IDS Portsmouth Dataset

MOFD and Bed Days Lost



Source: IDS Portsmouth Dataset

	Portsmouth MOFD	Portsmouth BDL
5 th Oct 2021	26	70
6 th Oct 2021	32	85
7 th Oct 2021	32	81
8 th Oct 2021	32	76
9 th Oct 2021	37	100
10 th Oct 2021	33	111
11 th Oct 2021	23	100

Average BDL per Patient



Source: IDS Portsmouth Dataset

Date	Average BDL per patient per day
5 th Oct 2021	2.69
6 th Oct 2021	2.66
7 th Oct 2021	2.53
8 th Oct 2021	2.38
9 th Oct 2021	2.70
10 th Oct 2021	3.36
11 th Oct 2021	4.35

3. COVID-19 Vaccination Programme

3.1 Solent Vaccination programme

- Overall, the 4 sites in Hampshire & IOW have delivered 624,541 vaccinations
- 309,954 firsts, 282,763 seconds and 31,824 boosters

3.2 Hamble House, St James'

- 173,352 vaccinations delivered: 85,041 firsts, 75,418 seconds and 12,893 boosters
- 52% come from Portsmouth CCG catchment areas, 20% from Fareham & Gosport, 21% from South East Hampshire and 7% out of area

3.3 12 -15 School Programme

- 20 schools – 19 completed at time of writing. Last school expected imminently.
- 8,965 young people eligible in Portsmouth
- 5,216 young people vaccinated either in school or at the mass vaccination centre follow up clinics, including 53 home schooled (from an eligible cohort of 70)
- 51.7% of eligible children in schools in Portsmouth have been vaccinated through the Solent service

3.4 Outreach work

- Working in partnership with public health, CCG, PCNs and wider stakeholders to deliver a Community Outreach 'roving' service
- Clinically vulnerable and harder to reach communities supported as priority - Sexual health, substance misuse, HIV clinics, homeless, food banks, refuge/at risk (The Foyer and All Saints)

accommodation units, learning disabilities and mental health inpatients supported with dedicated vaccination sessions.

- Sessions held to support our ethnic minority groups at Sudanese boxing club, Chinese community vaccinations at Friendship House and supported Primary Care Networks with delivery in mosques. A pathway in place via Farmers Union to support migrant workers.
- A support programme for our local mariner community – supporting all Portsmouth based cruise ships and cross channel ferry teams with onsite vaccination, as well as offering to our port staff directly.
- Innovative sessions held at Portsmouth Football Club, Victorious Festival, nightclubs at Gunwharf and Guildhall Walk – using associated social media and comms to attract younger cohorts for vaccination.
- Clinics held at Portsmouth University and a number of local colleges to increase uptake in the 16 – 21 age groups.
- Provided sessions for local military and merchant navy personnel to access vaccination sessions.
- Dedicated maternity vaccination sessions to increase uptake in this cohort.
- Partnership with Hampshire Fire and Rescue Service, dedicated vaccination clinics at Cosham fire stations plus others across HIOW.

4. International Nurses

4.1 International recruitment has been an element of recruitment for acute providers for approximately 20 years. The aim of international recruitment is to supplement the traditional UK based recruitment with nurses who have a transferrable nursing qualification to work within a plethora of clinical settings, predominantly medical, cardiac, surgical, and older persons wards. This has proved a successful programme for both the Trusts and the individual, who have been supported to develop their career and to settle with their families across the country.

4.2 Within the community and mental health environment, international recruitment has not been quite so active and has often viewed as “too difficult”. However, it has been acknowledged within the last 18 months, that a combination of elements including the impact of the pandemic, staff retention and acknowledgement of the aging workforce has led community and mental health trusts to explore supplementing UK based recruitment with international nurses. It is also acknowledged that the complexity of care within both mental health and community nursing has increased over a number of years as well as the additional impact of covid upon well-being and management of vulnerable patients with long term conditions.

4.3 Solent NHS Trust’s international recruitment journey started in September 2020 following a discussion with Global Leaders Programme, an arm of Health Education England who have supported Trusts to recruit internationally and the Chief Nurse. There followed a series of national bids via NHSE/I to encourage trusts to initiate / expand their international programmes.

4.4 Solent’s initial bid was part of the wider HIOW ICS bid and enabled the Trust to develop key clinical roles and identify an internal team including HR representatives, learning and development and senior clinical leadership. This has also enabled the Solent team to build relationships across the international recruitment community both locally and nationally.

4.5 Further NHSE/I bids followed to support the recruitment of nurses, enabling the trust to offset the expenditure of individual services regarding international recruitment such as flights,

accommodation, pre Objective Structured Clinical Examination (OSCE) preparation and formal exam enabling individuals to register with the NMC.

4.6 The ambition within Solent is to recruit 54 nurses across our Mental Health, Adult Inpatient and Community Services by March 2022. Our programme to expand upon this within 2022 /2023 is currently in discussion.

4.7 To support international recruitment, the Trust has put in place:

1. Dedicated HR support to manage the recruitment process including Visa and on boarding
2. Liaison with the Trust's Estates and Facilities Team to provide quality accommodation
3. Developed a key role to provide pastoral care support to all recruits including welcome at airport, groceries, houseware, registration with GP etc and ensuring all recruits feel welcomed to our trust. This element includes our Trust Chaplain to ensure faith needs are met.
4. Educators in Practice to provide clinical support internally to prepare recruits for OSCE. These posts have been jointly funded via bid and by service lines. In addition, these posts have supported the career development of our own staff.
5. Senior clinical leadership within international recruitment to liaise internally and externally. This has enabled new relationships to form with our neighbouring trust including joint working with SHFT on a pre OSCE education programme.

4.8 Successes to date for our recruits:

1. 34 nurses passed their OSCE exam first time. Our 35th Nurse passed 2nd time
2. We have our first Solent international baby
3. Recruited from India, Nigeria, Kenya, Malta, United Emirates and Trinidad & Tobago
4. Supported recruits to relocate into their own homes
5. Supported recruits to bring their families to join them
6. Have had our first promotion to a band 6 Senior Nurse
7. We have supported a Health Care Support Worker, who was a qualified Registered Nurse (RN) within her home country to take her OSCE exam. She has now completed the OSCE Programme and passed her exam. She is now working as a RN within our inpatient ward in Portsmouth.

4.9 Going forward, we aim to further develop our international recruitment strategy and processes to support / enhance traditional UK based recruitment. This will support future workforce planning and enable us to be less reactive to national bids when recruiting. Whilst there has been an increase in uptake within Universities for Nursing (across all specialities), this will take a 3-5 years to impact upon our ability to recruit. International recruitment affords us the opportunity to recruit highly skilled, experienced nurses, who after a period of transition, become integral to our clinical teams, reflecting the diversity of our community.

4.10 There are also opportunities to explore Allied Health Professions especially OTs and to consider how our community nurse programme can be used as a template to support other specialities such as Child & Families to recruit and transition international nurses to join Solent NHS Trust.

5. Getting It Right First Time (GIRFT)

5.1 Dr Ian Davidson (Clinical Lead for GIRFT Mental Health) undertook a deep dive into the mental health crisis pathway with Solent NHS Trust on 6 October 2021 and noted a number of areas of good practice:

- a. The Trust has low bed numbers and low length of stay. Inpatient and community teams hold joint responsibility for ensuring sustained and effective flow which is well embedded in their practice.
- b. The Trust uses a whole team approach to manage community caseloads and step up intensity of care for known individuals to prevent them reaching crisis point, for both working age and older adults.
- c. The Trust has a very good 'easy in, easy out' system. They have a 'fast access plan' to allow easy return to services following discharge. The plan looks at whether they might need input from other partners such as social care rather than a readmission. Flow is sustained because service users trust that there is easy access back into services when required.
- d. The Trust was top in the country for the proportion of people with First Episode of Psychosis who took up Cognitive Behavioural Therapy and family interventions. They have invested in the workforce by training staff in therapies, so they are able to increase the offer. For example, all care coordinators are trained in a therapy and able to support and deliver this within the team. In turn, staff retention is improved as staff are fulfilled by varied roles.
- e. The Trust has a low proportion of admissions under Section 136 (Mental Health Act) and good relationships with local police services.

6. Portsmouth Football Club Collaboration

6.1 We announced in September that Solent NHS Trust's Pulmonary Rehabilitation team has been [working with Portsmouth Football Club to raise awareness](#) of different lung conditions and support those who currently attend their rehabilitation programme. Solent's team provides pulmonary rehabilitation for patients who have a long-term lung condition, providing exercise and self-management education.

6.2 As part of the partnership, club players are featuring in a series of six videos that aid the pulmonary rehabilitation process, including breathing techniques, exercise training and health education. The videos are being shared with patients who are currently undergoing rehab treatment for certain lung conditions or those who have lung problems to help improve their condition and quality of life. The key information will also feature on the jumbo screen at Fratton Park for Pompey fans to see.

7. The Harbour Mental Health Service

7.1 Solent is really proud to be a partner in [The Harbour – a remote, out of hours mental health crisis service](#) – which launched mid-September for people living in Portsmouth, Fareham, Gosport, Havant and East Hampshire.

7.2 The Harbour aims to reduce the number of people who use the emergency and acute mental health services by preventing people reaching crisis point.

7.3 The service, to be piloted for 12 months, will be run by mental health charities Solent Mind and Havant and East Hants Mind in partnership with Solent NHS Trust and Health and Care Portsmouth,

and is based on the successful crisis service in Southampton, the Lighthouse, staffed in partnership between Southern Health NHS Foundation Trust nurses and Solent Mind peers.

The Harbour will be available during the busiest times of the week – Fridays, Saturdays and Sundays, open 4.30pm- 11pm. If people feel uncomfortable on the phone, they can also text, web chat or use video calls to access the service: 07418 364911.

8 Electronic prescribing and medicines administration (ePMA)

8.1 Solent NHS Trust is moving to electronic prescriptions and a new medicines administration system (ePMA) for patients from 2022.

8.2 Planning and testing stages are now underway by our pharmacy team, with the aim to have electronic prescribing in place on inpatient wards from spring 2022, with the rollout for outpatients happening after that phase is complete.

8.3 Electronic prescribing is already being used successfully in other Trusts in the NHS and is being introduced in Solent to make the prescribing, administration and supply of medicines safer and more efficient.

Suzannah Rosenberg

Chief Operating Officer, Solent NHS Trust

9 November 2021