



## Briefing for Yvette Cooper MP

### 21 July adjournment debate: Staffing Levels in Mid Yorkshire Hospitals NHS Trust

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#### Background

This briefing has been prepared ahead of an important adjournment debate on Thursday 21 July to discuss staffing levels in Mid-Yorkshire Hospital NHS Trust. Information in this briefing includes national and regional data from the Royal College of Physicians' annual census of UK consultants and higher speciality trainees. **It also explores initial findings coming from Mid Yorkshire Hospitals NHS Trust future hospital project** which has transformed the patient pathway for frail older patients presenting at Pinderfields Hospital.

#### RCP Census 2014/15 – Key Statistics and Findings

The Royal Colleges of Physician's London (RCP), the Royal College of Physicians of Edinburgh and Royal College of Physicians and Surgeons of Glasgow conduct an annual Census to collect data about the consultant physician workforce across the UK. The figures listed below are taken from the latest available census data 2014/2015.

#### **The Census found that our current NHS workforce is under-funded, under-doctored and overstretched.**

Patterns emerging from the Census suggest that the current patient population is exceeding the expansion of the medical workforce. In a period of overstretched resources, the pressure on the NHS is further exacerbated by an increasing problem in recruiting enough doctors.

#### Across the UK:

- **Two in five vacant consultant posts advertised last year went unfilled.** The most common reason is due to a lack of suitable candidates. Trusts wouldn't be funding and creating roles if they weren't desperately needed.
- The North West and the West Midlands have nearly half of all **vacancies remaining unfilled after advertising; with only 55% and 60% filled respectively.**
- **21% of consultant's report 'significant gaps in the trainees rotas such that patient care is compromised.'**<sup>1</sup>

#### For the Yorkshire and Humber region:

- **14 consultant posts are vacant** across Dewsbury District Hospital, Pinderfields Hospital and Pontefract General Hospital.
- Some respondents from the Trust explained that rota gaps **'frequently cause significant problems in patient safety'**.
- Respondents from across the region **'often experience gaps in the contract rota, but they find a work-around solution so patient safety is not usually compromised by using other juniors'**.
- 46 consultants across the Yorkshire and Humber region regularly act down to fill rota gaps on their wards.

#### RCP's Future Hospital Programme

In 2013, the RCP published the groundbreaking report of the Future Hospital Commission which examined the ways in which healthcare must innovate in order to meet the needs of future patients. To realise the

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<sup>1</sup> [2014-15 Census – Royal College of Physicians](#)

Commission’s recommendations in practice the RCP set up the Future Hospital Programme. The programme has 8 development sites in England and Wales – one of which is Mid Yorkshire Hospitals NHS Trust<sup>2</sup>. All development sites are committed to improving, designing and delivering medical care that meets the current and future needs of patients and the public.

### The Future Hospital: Mid Yorkshire Hospitals NHS Trust, REACT case study

Pinderfields Hospital, within the **Mid Yorkshire Hospitals NHS Trust** is a development site for the **Future Hospital Programme**. Their aim is to improve the ‘front door’ experience for older patients.

The team at Pinderfields Hospital are leading the way in **geriatric innovative care**. They have set up a dedicated Rapid Elderly Assessment Care Team (REACT) made up of geriatrician consultants and specialist nurses who conduct comprehensive geriatric assessments on older people arriving at hospital. They assess those who are aged 80 and over, or those aged 65 and older who are residents in a care home, within 24 hours of their arrival at hospital. Patients are assessed by consultants, physiotherapists, occupational health and other professions as required. **The REACT team identify patients that need this form of assessment each day and they work seven days a week to ensure that patient need is met.**

The project is making huge strides to improve care for older patients. They are **delivering comprehensive geriatric assessment to 100%** for relevant patients and are increasing numbers of safe and rapid discharge which is a notable achievement.

REACT Analysis	January 2015	January 2016	Difference	% Change
Total Admissions	1402	1120	-282	-20%
Total Admission over 80	524	451	-73	-14%

The positive impact of the team is beneficial to patients as they are being identified and treated earlier in the pathway and consequently being discharged home sooner. Reducing admissions by supporting discharge into the community is beneficial to both for patients’ ability to regain their independence and for hospitals who can reallocate their resources.

### About the RCP

The Royal College of Physicians (RCP) aims to improve patient care and reduce illness. We are patient centred and clinically led, and our 32,000 members worldwide work in hospitals and the community across 30 different medical specialties, diagnosing and treating millions of patients.

Involving patients and carers at every step, the RCP works to ensure that physicians are educated and trained to provide high-quality care and audits and accredits clinical services. We also promote evidence-based policies to government to encourage healthy lifestyles and reduce illness from preventable causes.

Working in partnership with our faculties, specialist societies and other medical royal colleges on issues ranging from clinical education and training to health policy, we present a powerful and unified voice to improve health and healthcare.

<sup>2</sup> <https://www.rcplondon.ac.uk/projects/outputs/future-hospital-development-site-mid-yorkshire-hospitals-nhs-trust>