

UNIVERSITY HOSPITALS BIRMINGHAM NHS FOUNDATION TRUST
BOARD OF DIRECTORS
THURSDAY 23 JULY 2015

Title:	DEVELOPMENTS IN ONCOLOGY CONSULTANT STAFFING
Responsible Director:	Cherry West, Executive Chief Operating Office
Contact:	Tom Strickland – Director of Operations Ext 14932 Jo Phillips – Interim Group Manager Ext 14502
Purpose:	Approval of the appointment of two clinical oncology consultants.
Confidentiality:	n/a
Annual Plan Ref:	<ul style="list-style-type: none"> • To deliver and communicate the best in quality outcomes • To improve quality and efficiency along the patient pathway working with local health economy partners
Key Issues Summary:	<ul style="list-style-type: none"> • Appointment of two clinical oncology consultants in breast/gynaecology and GI to support the revised SLA with Walsall • Describe potential service developments including the SLA with South West Birmingham.
Recommendations:	The Board of Directors is requested to: Approve appointment of two clinical oncology consultants.

Approved by	Cherry West	Date:	16 June 2015
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DEVELOPMENTS IN ONCOLOGY CONSULTANT STAFFING

PRESENTED BY THE CHIEF OPERATING OFFICER

1. **Purpose**

The purpose of this paper is to describe the additional clinical oncologist consultant resource required to support the revised SLA with Walsall. It also describes opportunities for service developments in Oncology at UHB.

2. **Background and Strategic Context**

In September 2014 the Board of Directors approved investment in 3 clinical oncology consultant posts to support the increase in radiotherapy activity. To date 2 posts have been appointed to, with the third outstanding (a 10 PA role).

UHB has a number of SLA's supporting oncology services in Walsall, Heart of England and Sandwell. These SLAs are long standing and have not been updated to reflect the observed increase in demand. Consequently 'outreach' clinics delivered by UHB consultants are overbooked, with slots significantly shorter than recommended. UHB suffers from these issues too which contribute to delays in clinic.

3. **Walsall SLA**

The SLA with Walsall has been reviewed. Increased capacity is required for the services which cover breast, gynaecology and the gastrointestinal (GI). The lung and urology aspects of this service will need upgrading in 2016.

The current SLA is delivered by four clinical oncology consultants, amounting to 11.77 PAs (excluding SPA time). The proposed revised SLA will be delivered by five clinical oncology consultants, amounting to 18.08 Pas. To deliver this, two new consultant appointments are proposed for GI, Breast and Gynaecology rather than one.

Details of the two proposed consultant appointments are set out below:

3.1 Breast and Gynaecology consultant appointment

The agreement with Walsall is that the consultant's SPA time will be delivered at the DCC location. As such, the breast & gynaecology role will have 6 PAs at Walsall, with 4 PAs at UHB - where their focus will be on radiotherapy planning and treatment delivery as set out below:

Clinical activity at UHB will focus on delivery of radiotherapy to ensure patient pathways are managed efficiently and the national cancer targets (31 and 62 days) are met.

3.2 GI consultant appointment

Again, reflecting that SPA time will be delivered at Walsall, it is proposed the GI position will spend a smaller proportion of time at Walsall (4.625 PAs).

The SLA terms and conditions will clearly highlight that the host provider will be responsible for the appointment should they decide to terminate the agreement. Sick leave and maternity leave will be at cost to the host provider to mitigate any cost pressure to UHB.

4. **Financial Analysis**

The proposed two new appointments to support the Walsall service will be funded through the SLA. No additional UHB funding is required due to the existing vacant position.

The table below demonstrates the financial impact of both options as outlined in the option analysis section.

	Option 2
	£
EXPENDITURE	
PAY	
2 x CLINICAL ONCOLOGY CONSULTANTS	(210,404)
TOTAL PAY	(210,404)
FUNDED BY:	
CLINICAL ONCOLOGY CONSULTANT POST (VACANT)	120,941
VACANT CONSULTANT PA'S	12,094
TOTAL	133,035
TOTAL EXPENDITURE LESS AVAILABLE BUDGET	(77,369)
INCOME	
WALSALL SLA INCOME (Additional)	84,096
TOTAL INCOME	84,096
SURPLUS / (DEFICIT)	6,727

5. Options and Risk

Option 1 – Do nothing

UHB is unable to support Walsall in delivering the revised SLA. Continuing with the current SLA will lead to poor patient experience, overbooked clinics, short appointment slots, all impacting on the quality of care. Terms and conditions of the SLA will ensure that if Walsall decide to terminate the contract at any time it will be their responsibility to host the appointments, mitigating the risk for UHB.

Option 2 – Appointment of two clinical oncologists

The preferred option is the approval to appoint to clinical oncologists to implement a fit-for-purpose Walsall SLA which also offers the opportunity to develop the oncology service at UHB.

6. Next Steps

If approved, UHB will commence the appointment of two clinical oncology consultants.

Negotiations will also continue with SWB to work towards agreeing the SLA and work will continue to scope developments, particularly around opportunities in SABR.

7. Recommendations

The Board of Directors is requested to:

Approve the appointment of two Clinical Oncology Consultants.

Cherry West
Executive Chief Operating Officer