

Agenda Item: 5

Title of Report	Pandemic Preparedness	
Executive Summary	This paper outlines the actions been taken to provide assurance that the Trust has implemented the requirements of the DH National Director of NHS Flu Resilience.	
Actions requested	To consider and confirm that the actions outlined in this paper will allow the Trust to publish a Statement of Readiness against the Department of Health surge guidance and HR guidance.	
Corporate Objectives supported by this paper:		
1) NHS Operating Framework requirement – “Preparing for a state of emergency, such as an outbreak of pandemic flu”.		
Risks:		
<ul style="list-style-type: none"> • Failure to Cohort Infected patients will facilitate increased infection rates. • Increased staff sickness/absence. • Impacting Service Continuity. • Failure to meet access targets. • Risk to corporate reputation. • Increased mortality. • Risk to provision of Emergency Care/Trauma. • Reduce capability to respond to Major Incidents. 		
Public and/or patient involvement:		
Significant public involvement liaising with Primary Care, Local Authorities and the media		
Resource implications:		
Requirement for PPE Equipment Requirement for capital equipment for expansion of Critical Care Beds		
Communication:		
External and internal via Trust communication department.		
Have all implications been considered?	YES	NO
National policy / legislation	✓	
Local Delivery Plan	✓	
Contract	✓	
HR	✓	
IM&T	✓	
Equality and Diversity	✓	

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Month and Year	September 2009
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1. Introduction

The Trust Board received a full written report in July on progress on how the Trust was managing during the containment phase of the outbreak of the [H1N1] Swine Influenza virus.

However the situation is ever changing and we are now in the treatment phase. New guidance is also emerging for Paediatrics patients and the Trust has been required to develop plans to double the capacity of Critical Care beds. A separate action plan is being finalised to provide this capacity addressing, staffing and equipment pressures.

Ian Dalton, National Director of NHS Flu Resilience in his letter of the 2 July 2009 required all NHS Organisations to provide an update and resilience report to its Trust Board in respect of [H1N1] Swine Influenza.

This report outlines the actions required.

2. Response to the requirements of the National Director of NMH Flu Resilience

Action Required	Action to date	Further Action
1. Appoint a full time director level lead dedicated to flu preparedness and resilience with immediate effect. This can be a single individual or shared between directors but must provide visible, full-time, senior leadership and ensure a well-resourced team on this issue through the months ahead.	Director of Facilities appointed, supported by the Emergency planning and infection prevention team.	NA
2. Stress-test your pandemic preparedness plans to ensure that the provision of high quality care to flu and non-flu patients now and during a second, sustained wave of up to five months can be sustained.	All 4 site plans have been tested and amended as a consequence of the exercise	As guidance changes plans are amended. Weekly Silver and Gold Control meetings are held where changes to plans are discussed.

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<p>3. Understand the test capacity constraints that may be caused through increased demand and workforce sickness absence. This includes but is not limited to those clinical areas that are likely to face most flu-related pressures. Recent '<i>Pandemic Flu: Managing Demand and Capacity in Health Care Organisations[surge]</i>' guidance and the NHS Employers/Department of Health document '<i>Pandemic Influenza Human Resources Guidance for the NHS</i>' will help with this work.</p>	<p>An HR desk top exercise is being developed to test the robustness of the HR plans currently in place.</p> <p>A skills audit has commenced for clinical staff currently performing non clinical roles and non clinical support staff to ascertain what skills they have which in an emergency could be redeployed to other areas of work</p> <p>A memorandum of understanding with local trade union representatives has been developed with the aim of ensuring maximum flexibility in an emergency.</p> <p>The skills audit has been extended to nursing staff with critical care and respiratory experience who don't currently work in those areas within the Trust.</p>	<p>Run the exercise and report findings to Gold Control.</p> <p>Database being built to analyse responses.</p> <p>A letter to all staff is being drafted which outlines the help and support the Trust is seeking from staff in an emergency situation.</p>
<p>4. Engage in discussion with Trade Unions about a staff vaccination programme and wider communications to and support for staff.</p> <p>a) When we have a vaccine we will want to encourage as many staff as possible to participate in the programme to protect themselves, their families and their patients.</p>	<p>There is staff side representation on Gold Control and a full action plan regarding the vaccination programme has been developed.</p>	<p>Implement the vaccination programme</p>

Action Required	Action to date	Further Action
b) We want to ensure clarity for all about the support that we are putting in place for staff.		
5. Build on existing relationships with local partner agencies to ensure that their role, channels of communication and working during any second sustained wave are clear.	A member of the Gold Control team has been allocated to provide a link with each PCT; they meet weekly and provide feedback to Gold Control. Communication strategy and regular updates regarding media issues shared with PCT communications teams.	Continue to build on existing relationships and share information accordingly.
6. Support the sentinel surveillance system on patients hospitalised with swine flu which will be used to provide advice on clinical management. Notify Joanne Enstone, the system coordinator, of details of a contact point within the Trust for arranging visits to collect data on such patients	Daily reports submitted as required	
<p>In addition the DOH Swine Flu Pandemic: from containment to treatment guidance requires NHS organisations to:</p> <p>Support NHS Staff</p>		
7. Ensuring that appropriate HR policies and procedures are in place to support staff and maintain their wellbeing in line with the national Pandemic Flu HR guidance	Policies have been reviewed and arrangements put in place around staff reporting. The HR team are members of both Silver and Gold Control	<p>Continue to review policies as guidance changes</p> <p>Guidance has been received on managing the psychosocial resilience of staff on a pandemic. This guidance has been shared with Occupational health for advice</p>

Action Required	Action to date	Further Action
		on how to implement the guidance across the Trust.
8. Delivering staff training as required to support service provision and high quality patient care	Training needs analysis is being undertaken to assess skills of existing staff to determine where staff can be redeployed	2 hour training programmes are being developed for non clinical support roles.
9. Effective communications and consultation with staff and their Representatives on the support needed	Staff side representation on the Gold Control. A communication strategy has been produced and agreed by Gold Control. A dedicated swine flu web page is available for staff on the Trust intranet which has been populated with advice and Q&A's and is updated daily. Standard item about swine flu in Core Brief and in Pennine News.	Continue to provide information to staff and update intranet webpage
10. Ensuring that the case is being made to NHS staff and their Representatives for the importance of getting vaccinated against seasonal flu and Swine flu as the vaccines become available to protect staff, their families and patients	A screen saver has been used on all Trust PC's together with the intranet web page and regular updates for staff in core brief and Pennine News.	Continue to provide information to staff and update intranet webpage
11. Ensuring that staff in close and regular contact with patients with pandemic Swine Flu have access to appropriate personal protective equipment, such as face masks	After initial problems with supply of PPE, stocks have now been delivered and the Trust hold a central stock	Maintain minimum stock levels
12. Ensuring that the case is being made to NHS staff and their Representatives for the importance of getting vaccinated against	Vaccination plan has been developed and discussed with staff representatives	Roll out the programme provide regular updates to Gold Control.

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In addition the DOH Swine Flu Pandemic: from containment to treatment guidance requires NHS organisations to:

Expectations of the NHS

Action Required	Action to date	Further Action
13. Each NHS Board is requested to take reports on progress towards their readiness assessment against the Department's HR and Surge guidance to their July and August meetings.	Director of Facilities reported at the July and August boards	An update will be provided each month
14. Their organisation takes part in September nationally devised and SHA and HPA-organised resilience testing and exercise programmes to validate Pandemic Flu Plans and Winter Readiness Plans, Board level attendance, including from NHS CEs, is expected at these events.	Director of Facilities scheduled to attend.	

3. Summary

The board have been provide with assurance that the actions required have been implemented. As guidance emerges the Trust is required to respond to changing demands and the Director of Facilities will provide a monthly update on plans, progress and the management of the influenza pandemic.

John Wilkes
Director of Facilities
August 2009