

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Tuesday 26 March 2024
Title:	Board briefing
Responsible Director:	Claire Burden, Chief Executive
Report Author:	Shona McCulloch, Head of Corporate Governance

1. Purpose

This is presented to the Board for:

- Awareness

This paper relates to:

- Local policy

This aligns to the NHS Scotland quality ambitions of

- Safe, Effective and Person Centred.

2. Report summary

2.1 Situation

Key areas of interest are advised to Board Members for awareness at each Board meeting. The Good News stories provide Members with information from across the organisation which shows the good work being delivered by our teams to improve patient and community care and recognises awards received locally and nationally.

2.2 Background

At each Board meeting the briefing provides:

- Good News stories from across NHS Ayrshire & Arran (NHSAA)
- Key events from the Chief Executive and Board Chair diaries
- Circulars from the Scottish Government Health & Social Care Directorates
- Current consultations

Further briefing updates will be issued following the Board meeting from the Communications Department via e-News, Stop Press, Daily digest and Team talk. Up-to-date information is also published on NHS Ayrshire & Arran's website www.nhsaaa.net

Should you require further information in relation to the briefing, please contact Shona McCulloch, Head of Corporate Governance via email at aa-uhb.ceo@aapct.scot.nhs.uk.

2.3 Briefing - Good News Stories

Adult and Mental Health Nursing Open Evenings

Jen Pennycook, Chief Nurse Professional Development



Ensuring there is collaboration between the University of the West of Scotland (UWS) and NHS Ayrshire & Arran is key to our future nurses feeling valued as both students and Newly Qualified Nurses.

The NMAHP (Nursing, Midwifery and Allied Health Professionals) Strategy Mission supports the ambition to promote individual and collective responsibility for embracing development and educational opportunities to help build capacity. For this reason, open evenings take place to welcome final year students and demonstrate the variety of opportunities open to them as a Newly Qualified Adult or Mental Health Nurse.

This year, three open evenings took place for both Adult and Mental Health students on 28th February and 4th March for Adult students and 7th March for Mental Health students.

The Executive Nurse Director welcomed students and shared the opportunities available for the future Newly Qualified Nurse Cohorts. Human Resources colleagues supported the events and provided key dates for this year's recruitment. Clinical and education teams set up Market Stalls to show the wide variety of experience their departments offered and the opportunities available, and final year students had an opportunity to speak with both Senior Charge Nurses and Nurses who work in these areas. A number of last year's Newly Qualified Nurses were also in attendance to share their stories, and quizzes, competitions and a number of interactive stations were set up to engage our students, and demonstrate the type of positive work place we aim to provide here at NHS Ayrshire & Arran.

Initial feedback from UWS has shown that these events have been a really positive experience for students who have enjoyed getting to know clinical teams and reported that this was helpful in making decisions as to where their first post might be.

Allied Health Professions (AHP) Recruitment & Career Fayre

Grier McGhee, AHP Education and Quality Improvement Lead

Throughout Scotland there are an abundance of vacancies for Band 5 newly qualified AHPs resulting in final year students being able to choose from a range of opportunities across Health and Social Care in Scotland. Consequently with the aim of getting ahead of the curve, Ayrshire and Arran embarked upon hosting a recruitment fayre to attract new graduates to a range of Band 5 opportunities within Dietetics, Occupational Therapy, Physiotherapy, Podiatry, Radiography and Speech and Language Therapy.

As we began to plan for this event we realised that this was an opportunity to not only address our short term workforce requirements but to use this event as a catalyst to attract our future AHP workforce.

With this in mind the renewed focus of the event was to:

- Recruit Band 5 AHPs to current vacancies
- Encourage AHP students across all years of study to join the Ayrshire and Arran AHP Bank
- Promote "Return to Practice" opportunities and support for anyone who has let their HCPC (Health and Care Professions Council) registration lapse regain their registration and return to practice in Ayrshire
- Promote the role and opportunities of a career as an AHP Health Care Support Worker
- Promote and encourage senior school pupils to consider a career as an AHP

The fayre and opportunities available were advertised throughout our five partner universities in Scotland; all secondary schools across East, North and South Ayrshire and Ayrshire College. Additionally our Engagement Team supported an extensive social media campaign.

The fayre was an open event and took the form of a market place. Each of our nine professions here in Ayrshire were represented and in addition, colleagues from AHP Bank, Glasgow Caledonian University (GCU), UWS (Paramedics) and Ayrshire College (Access to AHPs) participated. There was a huge buzz at the event with a footfall of over 150 students, pupils and parents. Many students travelled from Glasgow and we also had staff living out with Ayrshire who brought their children along

Early indicators of success include:

- Increased volume of applications for the current Band 5 opportunities
- Interest from three AHPs to return to practice
- Many names put forward to join AHP bank, the nurse bank, and also for volunteers

Importantly we are engaging with those involved to ask what went well and what we could do even better if we repeated this event,

It was wonderful to meet so many people and talk about music therapy / Arts Therapy as a possible career. What a fantastic showcase of AHP visibility and influence.

There was a very positive atmosphere at the event and a real sense of community between the AHP professions, who don't often get to gather together in this way. We really enjoyed the networking opportunities - both with known colleagues and also new contacts (for example, we were able to link up with the Arts/Music Therapist about the SLT-led Vibrant Voices choir which is running in South HSCP).

The variety of people attending the event was fantastic - we spoke with school students to encourage them into the profession, as well as current BSc students, recent graduates and those returning to practice. We were able to signpost final year students/graduates to the current job opportunities in A&A



NHS Ayrshire & Arran AHP Recruitment & Career Fayre

Thursday 29th February 2024

18:00 - 20:00

**Alexander Fleming Education Centre
University Hospital Crosshouse, Kilmarnock**



News from our partners:

East Ayrshire Health and Social Care Partnership (EAHSCP)

Podiatry event gives patients a spring in their step



At the end of January we held our first ever Podiatry Community Appointment Day at East Ayrshire Community Hospital, which provided a range of advice on foot care, independent living supports and general health and wellbeing.

The event was inspired by the Sussex Musculo-Skeletal (MSK) Partnership, which invited people on routine physiotherapy waiting lists to attend 'Community Appointment Days'. This initiative reduced the waiting list enormously as it allowed attendees to be given immediate rehabilitation treatment or a referral to another service.

Podiatrists were on hand to offer personal foot care and early intervention treatments, as well as general information on our podiatry service and the range of support it provides.

Students from Glasgow Caledonian University were also there to help attendees, alongside staff from a number of our partner organisations. These included [Feet 1st](#), our [Community Alarms Service](#), [East Ayrshire Carers Centre](#) and the [Nest Wellbeing Group](#). An Occupational Therapist was also in attendance to provide advice on falls prevention and general tips on staying safe and well as we age.

Hendrika Psaila, event volunteer and a member of our Stakeholder Forum, spoke of the day's positive atmosphere and clear sense of community:

"It was great to see all the attendees coming through the door...as the people came in, the sense of community grew. Old friends met up and strangers shared stories. The atmosphere at the stalls was buzzing. People could share their issues and ask for advice, and they were listened to. Attendees left the hospital with a rich experience and happier feet."

Many thanks to all staff and volunteers who took part in this inaugural event and made it such a success!

EAHSCP Adult Support and Protection Committee signs pledge

East Ayrshire's Adult Support and Protection Committee has signed a pledge to never commit, condone or remain silent about harm against any person, in all its forms.

The committee met on Tuesday 20 February, this year's Adult Support and Protection Day, launching the pledge with the aim of reaching a zero tolerance of harm for all citizens in East Ayrshire.

New activity group brings joy to Alzheimer's patients

A new activity group has brought joy to Alzheimer's patients in East Ayrshire.

Established by Paul Barber, newly-appointed Activities Organiser for Alzheimer Scotland, the Cumnock-based group offers informal, entertaining and welcoming sessions for patients and carers, taking place weekly at East Ayrshire Community Hospital and Netherthird Community Centre.

Paul said: "The feedback from service users is exceptional. With a mixture of chatting with peers, free refreshments, quizzes, games, guest speakers, and live music, everyone goes away feeling better than when they arrived. It is suitable for all ages and for all degrees of dementia diagnoses."

Following this success, Alzheimer Scotland is now branching out to the smaller surrounding areas beyond Cumnock to set up similar sessions.

The activity group takes place at 2pm every Tuesday at East Ayrshire Community Hospital and every Thursday at Netherthird Community Centre.

To find out more, contact Paul [via email](#) or call 07880 790337.

Homefirst and Reablement Team helps elderly woman regain independence

We recently received a good news story from our Homefirst and Reablement Team, where an elderly service user was supported following her discharge from hospital.

Laura Brown, Homefirst and Reablement Team Manager, told us more:

"Reablement was commenced for an 85-year-old female who was admitted to hospital after having a stroke.

Following a period of rehabilitation at Biggart Hospital, the service user returned home with a once-daily morning care package from our Reablement Care at Home service. As part of this package, staff assisted her with dressing and undressing, washing and showering.

Goals were set with the Reablement Support Assistant and were reinforced and reviewed weekly with our Care at Home Community Care Officers. These began with washing and dressing the service user's upper body before Community Care Officers arrived.

This resulted in the service user becoming fully independent with all washing and dressing tasks and being able to walk unaided, meaning care could be discontinued after six weeks.

Well done and a huge 'thank you' to everyone in our Homefirst and Reablement Team and Care at Home Service who was involved in helping this service user and her husband return to normal life together.

New Smart Hub demonstrates life-changing technology

EAHSCP Director Craig McArthur recently enjoyed a visit to the newly-launched Smart Hub, which was designed and set up by our fantastic Smart Supports Team.

The Smart Hub, which is located at Ross Court in Galston, is an interactive demonstration space for partnership staff to come along and see how consumer technology can be utilised in a home environment.

Smart Support Coordinator, Janine Bain, told us more:

“The Smart Hub allows the workforce to see how telecare can be used to support people to live in the community for longer, while providing a level of independence, improving good outcomes, supporting early intervention and prevention and reducing the need for traditional care packages.

While many people have consumer technology in their home already we are looking at how equipment such as smart speakers, smart plugs, lighting and buttons can be used to make the surrounding environment easier to manage.

We would encourage workers or teams to arrange to come along and visit the Smart Hub.”

North Ayrshire Health and Social Care Partnership

Relaunch of the North Ayrshire Perinatal Wellbeing Team

Following increased demands upon the service, the former North Ayrshire Perinatal Mental Health Nursing team within Universal Early Years, has rebranded to the Perinatal Wellbeing Team. The service continues to provide mental health support to expectant and new mums with low level mental health and wellbeing concerns and at any one time, can be supporting between 50 and 60 women.

Funded through the Challenge Fund in 2017, the service was initially established as a single nurse service, focusing on the Kilwinning and Irvine areas. As the Perinatal Mental Health (MH) Nurse for the service at the time, Maria Cameron supported 62 women in the first year – a clear indication of the demand for perinatal mental health support in the community. Over the following years, demand continued to increase to the point that in 2022, Emma Dinning joined the team as a second Perinatal MH Nurse, followed by Emma Milroy in 2023. The team is also supported by Anne Paton, Healthcare Support Worker, who provides ongoing support in newly established group sessions, facilitating play and nutrition workshops, and offering additional assistance in homes and communities to support mums and babies to engage fully in community activities.

The expansion of the team means that all of North Ayrshire now has support from the team. The team also works closely with the Ayrshire and Arran Perinatal Mental Health service which supports mums with more severe mental health concerns.

Over six years, the service has assessed and supported 573 women, primarily through referrals from health visitors, midwives, family nurses and GPs. The Irvine and Kilwinning locality continue to account for the highest number of referrals and demand, constituting approximately 50 per cent of all referrals received.

Despite increasing demand, the team remains steadfast in its commitment to uphold the core values of meeting maternal wellbeing needs, combatting mental health stigma and providing empathetic support, while also facilitating connections between mums and with their local communities.

Refugee Support Team – supporting the health needs of asylum seekers, refugees and Ukrainian Displaced People (UDP) in North Ayrshire

North Ayrshire's Refugee Support Team was established in May 2023 to provide all newly arrived refugees, asylum seekers and Ukrainian Displaced People (UDP) to North Ayrshire with an initial physical and mental health assessment, migrant screening for TB and Blood Borne Viruses, immunisation support and support to access local primary care services, including GPs and Dentists. The team has been working closely with Mears to support asylum seekers and has also recently taken on support to Unaccompanied Asylum Seeker Children (UASC) as part of the UK Government's asylum dispersal programme.

To date: 88 adults and 60 children have been supported through screening and health assessments. 97 TB screening forms have been completed and returned to Public Health for assessment and triage and 19 individuals have been supported to access immunisation appointments.

Outwith the main urban centres for asylum seekers, this service is unique to North Ayrshire and has received positive feedback from across partner agencies. Staff are funded until March 2025 with discussions ongoing about solutions to sustainability.

Partnership with national charity Dads Rock

The Universal Early Years service has partnered with national charity Dads Rock through the Scottish Government's Whole Family Wellbeing Fund to bring a dedicated Dads Worker into the existing integrated early years' service. This is the first role of its kind in Scotland.

Due to the differing nature of family structures in modern society Dads that do not reside in the home of the children may at times miss out on engagement with statutory services but still have much to offer and provide great benefit to the children. This role connects with Dads of all circumstances to grow their skills and confidence in providing care and support to their children and families regardless of family composition. By working more with Dads, we are able to create a more scaffolded approach enabling Dads to meet the needs of their families within a support structure that holds them at the centre. Working outside of the traditional model of 9-5, face to face, in-home support this project is more inclusive of modern family structures and the differing family parental dynamics.

Our Dads Worker came into post in October 2023, so we are still within the early days of what is a 3 year project. However great results have been achieved already: over 30 Dads have so far been connected with the Dads Worker, on a 1:1 basis, via the group and informal quick intervention support. A weekly group has been set up and the first Dads and kids trip takes place in March. Plans are in place to create unique resources such as Dad and Baby sensory sessions, swimming lesson and infant feeding workshops in the coming months.

In addition, the worker has been mapping areas across health visiting and community midwifery services which could be reframed to be more inclusive of dads. This has included how we communicate with families and how we involve dads in antenatal classes for example.

Chief Executive and Board Chair diary key events

Chief Executive's Diary Key Events 27 March 2024 – 21 May 2024	
April	
5	Meeting with local MSP
9	East Ayrshire Chief Officers Group Committee (COG)
15	Meeting with local MSP
16/17	Board Chief Executives' meetings
18	South Ayrshire Community Planning Partnership Board (CPP)
19	Meeting with local MP
19	Risk And Resilience Scrutiny and Assurance Group
22	Healthcare Governance Committee
25	West of Scotland Chief Executives Meeting
29	Information Governance Committee
May	
2	Integrated Governance Committee
3	Meeting with local MSPs
13	Staff Governance Committee meeting
16	Audit and Risk Committee
17	Performance Governance Committee
21	NHS Board Meeting

Chair's Diary Key Events 27 March 2024 – 21 May 2024	
April	
22	Board Chairs' meeting
May	
13	Staff Governance Committee meeting
16	Audit and Risk Committee
20	Board Chairs' Meeting
21	NHS Board Meeting

Circulars from the Scottish Government Health & Social Care Directorates

Published since last Board briefing

Circulars	Lead Director(s)
CDO(2023)03 Turas Programme for Dental Nurse Induction	Not yet issued
CDO(2024)01 Armed Forces Covenant	Director of East Ayrshire Health and Social Care Partnership
CMO(2024)01 Medical Device Regulation (MDR) Preparedness and Medical Devices Policy Framework and Action Plan 2024-2026	Chief Executive
CMO(2024)02 Spring Covid-19 Vaccination Programme 2024	Director of Public Health
CMO(2024)03 Implementation of NHS Scotland Scan for Safety Programme 2024-2026	Chief Executive
DL(2023)18	Not yet issued
DL(2023)19	Not yet issued
DL(2023)20	Not yet issued
DL(2024)02 NHS Scotland: Whole System Infrastructure Planning	Director of Transformation & Sustainability
DL(2024)03 Removal of Temporary Covid-19 Special Leave	Director of Human Resources and Director of Finance
DL(2024)04 Supplementary Staffing – Health Care Support Worker (HCSW) Agency Controls	Not yet issued
DL(2023)05 Health and Care (Staffing) (Scotland) Act 2019 – The Common Staffing Method and Staffing Level tools	To be confirmed
PCA(ESM)01 Consolidated Performance Related Pay for ESM Staff – 2023-24	Director of Human Resources
PCA(D)(2024)01 Amendment No. 163 to the Statement of Dental Remuneration	Director of East Ayrshire Health and Social Care Partnership
PCA(M)(2024)01 General Medical Services Statement of Financial Entitlements (SFE)	Director of East Ayrshire Health and Social Care Partnership
PCA(O)(2024)01 General Ophthalmic Services (GOS) and NHS Optical Vouchers - Legislation Changes	Director of East Ayrshire Health and Social Care Partnership
PCA(P)(2024)01 Discontinuation of print copies of British National Formulary (BNF) and British National Formulary for Children (BNFC)	Director of Pharmacy

Consultations/Call for evidence or written submission

(In progress or published since last Board briefing)

From	Topic	Response due
NHS National Services Scotland	MAP Career Development Framework	02 February 2024 Responded
Scottish Government-Criminal Justice Reform	Bairns' Hoose Development Fund Phase 2 Draft Criteria	04 February 2024 Responded
Scottish Government	Cancer Care Review of Brain - CNS Cancer Quality Performance Indicators - Consultations	19 February 2024 No organisational response provided
Scottish Government – Medical Devices Policy Manager	The Scottish Health Technical Note - Guidance on Safe Management of Medical Devices and Equipment in Scotland's Health and Social Care Services	04 March 2024 NHS A&A No further comment to make
South Ayrshire Council	The Local Outcome Improvement Plan (LOIP)	29 February 2024 NHS A&A No further comment to make
Healthcare Improvement Scotland	Gender Identity Healthcare Standards	01 March 2024 Responded
Scottish Government	NHS Scotland Workforce Policies	08 March 2024 Responded
Sweco UK Ltd	Engagement Period Promotion Request - Crosshouse to Kilmarnock Active Travel Route Consultation	24 March 2024
Office for Nuclear Regulation	EDF Energy Nuclear Generation Ltd EIADR Application for Consent for the Hunterston B Site	28 March 2024
Scottish Government	Learning Disabilities, Autism and Neurodivergence Bill	21 April 2024
Scottish Government	National Good Food Nation Plan Consultation	22 April 2024

2.3.1 Quality/patient care

Good News Stories provide an opportunity for Members to be aware of a range of positive impacts on the quality of care and the services we provide for our patients and communities.

2.3.2 Workforce

There is no impact on workforce from this briefing.

2.3.3 Financial

There is no financial impact from this briefing.

2.3.4 Risk assessment/management

This briefing document does not relate to any areas of risk.

2.3.5 Equality and diversity, including health inequalities

This briefing document has no impact on equality and diversity. Where specific good news stories relate to service improvements Equality Impact Assessment would be carried out as necessary.

2.4 Recommendation

Members are asked to receive the briefing for awareness.