

Action plan

Number	Issue/Recommendation	Timescale/Compliance – updated March 2022
1	Junior Medical Cover – short term: Advertise for 2 x ANNPs (approved previously) Advertise for Tier 1+2 Staff grade posts to cover recurrent deficit Locum shifts to cover additional gaps / weekend cover (Tier 1 rota non-compliant for weekends)	Qualified ANNP recruitment unsuccessful x 2. Further vacancy expected in May. To re-advertise. 2 Tier 1 Clinical fellows in post. 1 Tier 2. Internal locum where possible
2	Junior Medical Cover – medium / long term Recruit 2 Trainee ANNPs Business case for further ANNP provision Collaborative work with Airedale paediatrics (AGH previously paid for their junior Drs to work some Tier 1 shifts in Bradford to gain neonatal experience).	2 Trainees recruited for Sept 21 intake. Supernumerary at present. Airedale have contributed to our Tier 1 rota, but in practice of limited value to do due to variation in their experience, and need for training here. No-one suitable at present. Harrogate junior doctors doing CESR route (attending Bradford to support training /experience) have been able to provide some support to rota but depends on experience and not always present. No-one at present.
3	Neonatal Consultant Business case for 8 th Consultant – strong local candidate(s) available 2022 Review current on-call models to maximise on-site cover	Spring/Summer 2022
4	Allied Health Professionals Agree AHP strategy between Paediatric and Therapies CBU Business cases to address priority areas of Physiotherapy and Psychology	Therapies business case submitted and supported by Trust Exec .

	<p>(where current gap is most significant)</p> <p>Revisit discussions about funding for Outpatient Physiotherapy / SaLT to comply with NICE guidance Incorporate AHPs more closely into inpatient neonatal interventional programmes (neurodevelopment, nutrition) and explore additional roles AHPs may be able to undertake in neonatal care. Work collaboratively with Neonatal Network and other units to benchmark current services and share good practice.</p>	<ul style="list-style-type: none"> - Physio - 1.4 WTE appointed. - Psychology - 1.0 WTE post out to advert. - Pharmacy, Dietetic, OT and SaLT inpatient provision under discussion with relevant service leads. <p>Summer/Autumn 2022</p> <p>Summer/Autumn 2022: On appointment</p> <p>Initial benchmarking complete. Ongoing work with Neonatal Network</p>
5	<p>Paediatric Surgery Secure 1-2 PAs / week of Paediatric Surgical time at BRI for inpatient review.</p>	<p>Still in discussion with LTHFT</p>
6	<p>Ophthalmology Support Ophthalmology colleagues/ CBU to appoint replacement for retiring consultant and agree appropriate job planned time to provide ROP service.</p>	<p>Funding agreed but unable to appoint replacement. To be added to Risk register as imminent retirement of consultant which leaves single clinician provided service.</p>