

Reference: FOI.ICB-2223/232

Subject: Junior Doctors Strike Action Self-assessment

*I can confirm that the ICB **does hold the information requested**; please see responses below:*

QUESTION	RESPONSE
<p>I understand that, in relation to the junior doctors' potential strike action taking place between Monday 13 March and the morning of Thursday 16 March, all ICBS were asked by NHS England to provide a "Self-assessment of potential impact of junior doctors' action" by 16:00 on Wednesday the 1st of March.</p> <p>I am requesting, under the freedom of information act, a copy of the assessment sent by your ICB to NHS England.</p>	<p>Please refer to enclosed documents.</p>

The information provided in this response is accurate as of 4 April 2023 and has been approved for release by Lisa Manson, Director of Performance and Delivery for NHS Bristol, North Somerset and South Gloucestershire ICB.

Guidance on completion of this template.

Please complete each question of this template for each Trust, Ambulance Service and 111 Provider in your system with BMA, BDA and HCSA members who take industrial action from 0659 on 13 March to 0659 on 16 March 2023, and for your ICB itself in terms of system level impacts and impacts on your organisation.

In the commentary section for each question please provide information on:

- a) Any action to mitigate impact of strike action - this may include internal redeployment of staff, activity ceasing or being redirected for the period of industrial action.
- b) Please include if the mitigations are being undertaken internally by the affected organisations or if there is a system-wide response (e.g. mutual aid).
- c) Risks to patient care and performance that are not mitigated at this stage by these actions.

Please consider both daytime and on-call services in your responses.

The deadline for return to the NOC is 12:00 on 9 March; **regional teams will agree local submission timescales.**

Responses should be shared with Regional Operations Centres (ROCs), copying in Regional Medical Director and Heads of EPRR, who will collate and share with the National Operations Centre (NOC).

Acute Trusts

TRUST NAME: UHBW	University Hospital Bristol and Weston
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#	Self-assessment question (please consider both daytime and on-call services in your responses)	Yes / No / Not applicable
Outpatient/Elective		
1	Please confirm that you will be able to deliver all of the day case services you are commissioned to provide, for the duration of the industrial action	No
2	Please confirm that you will be able to deliver all of the outpatient services you are commissioned to provide, for the duration of the industrial action	No
3	Please confirm that you are planning to reduce or reschedule elective activity to enable redeployment of staff	Yes
3a	Have you engaged your ICB to understand what mutual aid or other support is available to avoid / minimise cancellations?	Yes
4	Please confirm that you will be able to provide P1/P2 elective surgery inc urgent cancer for the duration of the industrial action	No
General Inpatient care		
5	Please confirm that you will be able to deliver all of the day inpatient services you are commissioned to provide, for the duration of the industrial action	Yes
6	Please confirm that you will be able to deliver all of the overnight inpatient services you are commissioned to provide, for the duration of the industrial action	Yes
7	Please confirm that there is a robust plan for patient handover for the duration of industrial action	Yes
8	Please confirm that you will be able to maintain safe delivery of general and acute ward-based services for the duration of the industrial action	Yes
8a	including respiratory care / NIV	Yes
9	Please confirm that you will be able to provide acute medicine (including PPCI and acute stroke services, as applicable) care for the duration of the industrial action	No
10	Please confirm that you will be able to provide medical and surgical assessment units for the duration of the industrial action	Yes
11	Please confirm that you will be able to provide a resuscitation team (cardiac arrest) response for the duration of the industrial action. An ALS-trained member of clinical staff will need to take on this role if previously provided by a medical registrar	Yes
12	Please confirm that you will be able to provide Emergency Department services for the duration of the industrial action	Yes
12a	including ability to surge capacity through measures such as cohorting	Yes
13	Please confirm that you will be able to provide critical care services for the duration of the industrial action	Yes
13a	including HDU	Yes
13b	including intensive care	Yes
13c	including coronary care	Yes
14	Please confirm that you will be able to maintain life sustaining therapies (e.g. renal replacement services and dialysis, satellite clinics) for the duration of the industrial action	Yes
15	Please confirm if you have any critical services which cannot be maintained or which present a key clinical risk that is unmitigated	Yes
16	Please confirm that you will have arrangements in place to maintain patient discharge for the duration of the industrial action (including the provision of discharge lounges)	Yes
17	Please confirm if there will be any delays to issuing medical certificate of cause of death (MCCD) as a result of industrial action	no delays
Inpatient Services		
18	Please confirm that you will be able to provide paediatric high acuity services for the duration of the industrial action	Yes
18a	including PICU	Yes
18b	including NICU	Yes
19	Please confirm that you will be able to provide trauma care (to your normal level of care) for the duration of the industrial action	Yes
20	Please confirm that you will be able to provide emergency maternity care for the duration of the industrial action	Yes
21	Please confirm that you will be able to provide emergency surgery for the duration of the industrial action	Yes
22	Please confirm that you will be able to maintain day unit 1st medical cover, such as dialysis, chemotherapy etc	Yes
23	Please confirm that you will be able to provide chemotherapy, radiotherapy, SACT services for the duration of the industrial action	Yes
24	Please confirm that you will be able to maintain diagnostics for people on urgent referral pathways for the duration of the industrial action	Yes

Daycase provision is being quantified but it is clear there will be significant cancellations

Outpatient provision is being quantified but it is clear there will be significant cancellations

Cepod and trauma lists running , urgent cancer will

Collaborative work under way to maintain acute stroke

Service will function on a reduced size team

25	Please confirm that you will be able to maintain dental services for the duration of the industrial action	Yes
26	Please confirm that you will have arrangements in place to maintain essential child protection, child safeguarding and adult safeguarding functions	Yes
Staff		
27	Please confirm if staff covering the work of junior doctors during strikes have received the training they need (e.g. IT such as discharge paperwork/ prescribing, skills updates including death certification)	Yes
28	Please confirm if you have Health and Wellbeing support available to all staff during this period	Yes
29	Please confirm if you have arrangements in place to contact and enable the immediate return to work of all appropriate staff in the event a major incident is declared	Yes
30	Please confirm if you have had arrangements in place to discuss planning for junior doctor strikes with local BMA and HCSA representatives	Yes
31	Please confirm if your organisation has a plan to understand the impacts of industrial action upon health inequalities in your areas, and are these impacts factored into your plans for recovery	Yes

Acute Trusts

TRUST NAME: North Bristol NHS Trust	
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#	Self-assessment question <i>(please consider both daytime and on-call services in your responses)</i>	Yes / No / Not applicable	
Outpatient/Elective			
1	Please confirm that you will be able to deliver all of the day case services you are commissioned to provide, for the duration of the industrial action	No	Elective inpatient / day case reduction by c.300 cases over 3 days
2	Please confirm that you will be able to deliver all of the outpatient services you are commissioned to provide, for the duration of the industrial action	No	Elective inpatient / day case reduction by c.5000 cases over 3 days
3	Please confirm that you are planning to reduce or reschedule elective activity to enable redeployment of staff	Yes	If NO please specify
3a	Have you engaged your ICB to understand what mutual aid or other support is available to avoid / minimise cancellations?	Yes	Mutual aid focused largely on urgent care pathways including Stroke, TIA clinics and Cardiology.
4	Please confirm that you will be able to provide P1/P2 elective surgery inc urgent cancer for the duration of the industrial action	No	All P1 Theatres covered - Theatres 1-7 (2 x CEPOD, 2 x ortho trauma, 1 x plastics trauma and 1 x vascular and 1 x flex).
General Inpatient care			
5	Please confirm that you will be able to deliver all of the day inpatient services you are commissioned to provide, for the duration of the industrial action	No	Elective inpatient / day case reduction by c.300 cases over 3 days
6	Please confirm that you will be able to deliver all of the overnight inpatient services you are commissioned to provide, for the duration of the industrial action	No	Some gaps on overnight inpatient Wards. Still being worked through.
7	Please confirm that there is a robust plan for patient handover for the duration of industrial action	Yes	If NO please specify
8	Please confirm that you will be able to maintain safe delivery of general and acute ward-based services for the duration of the industrial action	Yes	No material safety concerns at this stage, but ongoing review.
8a	including respiratory care / NIV	Yes	If NO please specify
9	Please confirm that you will be able to provide acute medicine (including PPCI and acute stroke services, as applicable) care for the duration of the industrial action	Yes	If NO please specify
10	Please confirm that you will be able to provide medical and surgical assessment units for the duration of the industrial action	Yes	If NO please specify
11	Please confirm that you will be able to provide a resuscitation team (cardiac arrest) response for the duration of the industrial action. An ALS-trained member of clinical staff will need to take on this role if previously provided by a medical registrar	Yes	If NO please specify
12	Please confirm that you will be able to provide Emergency Department services for the duration of the industrial action	Yes	If NO please specify

12a	including ability to surge capacity through measures such as cohorting	Yes	If NO please specify
13	Please confirm that you will be able to provide critical care services for the duration of the industrial action	Yes	If NO please specify
13a	including HDU	Yes	If NO please specify
13b	including intensive care	Yes	If NO please specify
13c	including coronary care	Yes	If NO please specify
14	Please confirm that you will be able to maintain life sustaining therapies (e.g. renal replacement services and dialysis, satellite clinics) for the duration of the industrial action	Yes	If NO please specify
15	Please confirm if you have any critical services which cannot be maintained or which present a key clinical risk that is unmitigated	No	Some core services at risk of reduced cover but not material and mitigations being worked through.
16	Please confirm that you will have arrangements in place to maintain patient discharge for the duration of the industrial action (including the provision of discharge lounges)	Yes	If NO please specify
17	Please confirm if there will be any delays to issuing medical certificate of cause of death (MCCD) as a result of industrial action	No	Surge capacity being reviewed with Medical Examiner's Office.
Inpatient Services			
18	Please confirm that you will be able to provide paediatric high acuity services for the duration of the industrial action	Yes	If NO please specify
18a	including PICU	Yes	If NO please specify
18b	including NICU	Yes	If YES please specify
19	Please confirm that you will be able to provide trauma care (to your normal level of care) for the duration of the industrial action	Yes	If NO please specify
20	Please confirm that you will be able to provide emergency maternity care for the duration of the industrial action	Yes	If NO please specify
21	Please confirm that you will be able to provide emergency surgery for the duration of the industrial action	Yes	If NO please specify
22	Please confirm that you will be able to maintain day unit 1st medical cover, such as dialysis, chemotherapy etc	Yes	If NO please specify
23	Please confirm that you will be able to provide chemotherapy, radiotherapy, SACT services for the duration of the industrial action	Yes	If NO please specify
24	Please confirm that you will be able to maintain diagnostics for people on urgent referral pathways for the duration of the industrial action	Yes	Some provision in place provided by nurse endoscopists for 2WW.
25	Please confirm that you will be able to maintain dental services for the duration of the industrial action	Not applicable	If NO please specify
26	Please confirm that you will have arrangements in place to maintain essential child protection, child safeguarding and adult safeguarding functions	Yes	If NO please specify

Staff			
27	Please confirm if staff covering the work of junior doctors during strikes have received the training they need (e.g. IT such as discharge paperwork/ prescribing, skills updates including death certification)	Yes	Acting down within areas of competency. IT support in place with floor walkers etc.
28	Please confirm if you have Health and Wellbeing support available to all staff during this period	Yes	If NO please specify
29	Please confirm if you have arrangements in place to contact and enable the immediate return to work of all appropriate staff in the event a major incident is declared	Yes	If NO please specify
30	Please confirm if you have had arrangements in place to discuss planning for junior doctor strikes with local BMA and HCSA representatives	Yes	If NO please specify
31	Please confirm if your organisation has a plan to understand the impacts of industrial action upon health inequalities in your areas, and are these impacts factored into your plans for recovery	Yes	If NO please specify

Community (Physical) Trusts

TRUST NAME: Sirona - nil return not affected by IA

#	Self-assessment question <i>(please consider both daytime and on-call services in your responses)</i>	Yes / No / Not applicable
1	Please confirm that you will be able to deliver all of the inpatient services you are commissioned to provide, for the duration of the industrial action	Not applicable
3	Please confirm that you will be able to deliver all of the outpatient services you are commissioned to provide, for the duration of the industrial action	Not applicable
3	Please confirm that you will be able to maintain life sustaining therapies (e.g. satellite clinics) for the duration of the industrial action	Not applicable
4	Please confirm that you will have sufficient clinical staff to support time critical care for the duration of the industrial action	Not applicable
4a	including identification and treatment of deteriorating patient(s)	Not applicable
4b	including End of Life Care [EOLC]	Not applicable
4c	including Administration of insulin or other medicines	Not applicable
5	Please confirm that you will have sufficient resource to maintain Urgent Community Response services	Not applicable
6	Please confirm that you will have sufficient resource to maintain urgent support to Virtual Wards	Not applicable
7	Please confirm that you will have arrangements in place to maintain patient discharge for the duration of the industrial action	Not applicable
8	Please confirm that you will have have plans in place for ordering and reviewing investigations and prescribing for patients for the duration of the industrial action	Not applicable
9	Please confirm that you will have arrangements in place to maintain essential child protection, child safeguarding and adult safeguarding functions	Not applicable
10	Please confirm if there are any critical services which cannot be maintained or which present a key clinical risk that is unmitigated	Not applicable
11	Please confirm if you have Health and Wellbeing support available to all staff during this period	Not applicable
12	Please confirm if you have arrangements in place to contact and enable the immediate return to work of all appropriate staff in the event a major incident is declared	Not applicable
13	Do you have plans to ensure staff covering the work of junior doctors during strikes have received the training they need (e.g. IT, skills updates)	Not applicable
14	Please confirm if you have had arrangements in place to discuss planning for junior doctor strikes with local BMA and HCSA representatives	Not applicable

15	Please confirm if your organisation has a plan to understand the impacts of industrial action upon health inequalities in your areas, and are these impacts factored into your plans for recovery	Not applicable
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MH and LDA Trusts

TRUST NAME: AWP	
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#	Self-assessment question <i>(please consider both daytime and on-call services in your responses)</i>	Yes / No / Not applicable	
1	Please confirm that you will be able to deliver all of the inpatient services you are commissioned to provide, for the duration of the industrial action	Yes	
2	Please confirm that you will be able to deliver all of the inpatient services outpatient services you are commissioned to provide, for the duration of the industrial action	No	? Two locations that may have to cancel
3	Please confirm that critical MH or LDA services delivered in patients' own homes can be maintained, for the duration of the industrial action	No	Medics capacity unavailable to attend homes, SUs will need to attend a clinic
4	Please confirm that you will have sufficient resource to maintain Urgent Community Response / Crisis services	Yes	
5	Please confirm that you will have sufficient resource too allow for adequate assessment of patients who are at risk to themselves or others. In particular, section 5(2) cover?	Yes	However, there will be a delay in S136 suites for assessment
6	Please confirm that you will have sufficient clinical staff to support the identification and treatment of deteriorating patient(s) / for the duration of the industrial action	Yes	
7	Please confirm that you will have plans in place for ordering and reviewing investigations and prescribing for patients for the duration of the industrial action	Yes	Absence of adequate acute service relies on analysing results remains a challenge. LOW CONFIDENCE
8	Please confirm that you will have arrangements in place to maintain patient discharge for the duration of the industrial action	Yes	However, there will be a delay in all I/P for discharge
9	Please confirm that you will have arrangements in place to maintain essential child protection, child safeguarding and adult safeguarding functions?	Yes	
10	Please confirm that you will have sufficient clinical staff to support time critical care for the duration of the industrial action	Yes	
10a	including depot injections for people with psychosis and timely administration of other medications	Yes	
10b	including Crisis and Home Treatment teams and urgent MCA/DOLS assessments	Yes	
11	Please confirm if there are any critical services which cannot be maintained or which present a key clinical risk that is unmitigated	Yes	Community SUs will not receive the same level of medical input - mitigated in part by non-medical staff reviewing cases
12	Please confirm if you have Health and Wellbeing support available to all staff during this period	Yes	
13	Please confirm if you have arrangements in place to contact and enable the immediate return to work of all appropriate staff in the event a major incident is declared	Yes	Everbridge and Whatsapp available
14	Do you have plans to ensure staff covering the work of junior doctors during strikes have received the training they need (e.g. IT, skills updates)	Yes	
15	Please confirm if you have had arrangements in place to discuss planning for junior doctor strikes with local BMA and HCSA representatives	Yes	
16	Please confirm if your organisation has a plan to understand the impacts of industrial action upon health inequalities in your areas, and are these impacts factored into your plans for recovery	Yes	

Ambulance and NHS 111 Services

TRUST NAME: SWAST / BRISDOC (111) - not affected directly by JD IA	
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1	Please confirm that you can maintain clinical advice to 999 EOCs inc call triage	Yes	<p>The core provision of urgent and emergency care services is maintained through Paramedics and Emergency care assistants. Call taking and dispatch is maintained as this function is non clinical.</p>
2	Please confirm that you can maintain clinical advice to 111 services (where provided by your Trust)	Yes	
3	Please confirm that you have arrangements in place to maintain essential child protection, child safeguarding and adult safeguarding functions?	Yes	
4	Does the absence of BMA, BDA and HCSA members have any other impacts on provision of your Trust's key services?	No	

ICB-level

ICB NAME: BNSSG ICB	
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#	Self-assessment question	Yes / No / Not applicable	
1	Please confirm that you will be able to maintain the ability provide effective Command and control for your system for the duration of the industrial action / next 24 hours	Yes	
2	Please confirm that you expect to be able to maintain staffing of your system control centre for the duration of the industrial action	Yes	
3	Please confirm that you expect to be able to maintain the ability to provide any directly commissioned or provided services for the duration of the industrial action / next 24 hours	No	no directly provided service and not all commissioned services will be delivered
4	Please confirm if you plan to have Health and Wellbeing support available to all staff during this period	Yes	
5	Please confirm if there are cross-ICB mutual aid mechanism are available / being put in place to support affected Trusts	Yes	will utilise mutual aid where possible, eg: Somerset ICB/Musgrove for WGH if required
7	Please confirm if there any geographical or sites of particular concern	Yes	WGH site due to small clinical teams
8	Please confirm if any GP practices have reported by exception any concerns for maintaining patient access?	No	
9	Please confirm if you have arrangements in place to contact and enable the immediate return to work of all appropriate staff in the event a major incident is declared	Yes	
10	Please confirm if your ICB (and Trusts) have a plan to understand the impacts of industrial action upon health inequalities in your areas, and are these impacts factored into your plans for recovery	Yes	
11	Please confirm if you have plans to ensure staff covering the work of junior doctors during strikes have received the training they need (e.g. IT, skills updates)	Not applicable	Provider responsibility
12	Please confirm if you have had arrangements in place to discuss planning for junior doctor strikes with local BMA and HCSA representatives	Not applicable	Provider responsibility