

Reference: FOI.ICB-2223/206

Subject: Nurses Strike Impact 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 nurses’ potential strike action taking place from Wednesday 1 March to Friday 3 March, all ICBS were asked by NHS England to provide “a brief assessment of the impact of the proposed [strike] action upon acute, mental health and community Trusts and their own directly provided services, by midday Monday 20 February.”</p> <p>I am requesting, under the freedom on information act, a copy of the assessment sent by your ICB to NHS England.</p>	<p>Please refer to enclosed documents – ‘March Strike Assessment Questions’.</p>

The information provided in this response is accurate as of 21 March 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 organisation in your system with RCN strikes between 1 March and 3 March, and for your ICB itself.

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 provide your response using the relevant template(s) by **midday on Monday 20 February 2023**.

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

Acute Trusts

TRUST NAME: North Bristol Trust	
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1	Please confirm you are able to deliver all of the inpatient [overnight] services you are commissioned to provide, for the duration of the industrial action	No	Must be completed
2	Please confirm you are able to deliver all of the day case services you are commissioned to provide, for the duration of the industrial action	No	Must be completed
3	Please confirm you are able to deliver all of the outpatient services you are commissioned to provide, for the duration of the industrial action	No	Must be completed
4	Please confirm that you are able to provide Emergency Department services for the duration of the industrial action?	No	Must be completed
4a	including ability to surge capacity through measures such as cohorting	No	Must be completed
5	Please confirm that you are able to provide critical care services for the duration of the industrial action	no	Must be completed
5a	including HDU	no	Must be completed
5b	including intensive care	No	Must be completed
5c	including coronary care	No	Must be completed
6	Please confirm that you are able to provide paediatric high acuity services for the duration of the industrial action	N/A	Must be completed
6a	including PICU	N/A	Must be completed
6b	including NICU	No	Must be completed
7	Please confirm that you are able to provide trauma care (to your normal level of care) for the duration of the industrial action	No	MTC only
10	Please confirm that you are able to provide a full resuscitation team (cardiac arrest) response for the duration of the industrial action	No	Must be completed
11	Please confirm that you are able to provide acute medicine (including PPCI and acute stroke services, as applicable) care for the duration of the industrial action	No	Must be completed
8	Please confirm that you are able to provide emergency maternity care for the duration of the industrial action	Yes	Must be completed
9	Please confirm that you are able to provide medical and surgical assessment units for the duration of the industrial action	No	Must be completed
10	Please confirm that you are able to provide emergency surgery for the duration of the industrial action	No	Must be completed
11	Please confirm that you are able to provide P1/P2 elective surgery inc urgent cancer for the duration of the industrial action	No	Must be completed
12	Please confirm that you are able to provide chemotherapy, radiotherapy, SACT services for the duration of the industrial action	N/A	Must be completed
13	Please confirm you are able to maintain diagnostics for people on urgent referral pathways for the duration of the industrial action	No	Must be completed
14	Please confirm you are able to maintain life sustaining therapies (e.g. renal replacement services and dialysis, satellite clinics) for the duration of the industrial action	No	Must be completed
15	Please confirm you are able to maintain safe delivery of general and acute ward-based services for the duration of the industrial action	No	Must be completed
15a	including respiratory care / NIV	No	Must be completed
16	Please confirm that you have arrangements in place to maintain patient discharge for the duration of the industrial action (including the provision of discharge lounges)	No	Must be completed
17	Are you planning to reduce or reschedule elective activity to enable redeployment of nursing staff?	No	Must be completed
17a	Have you engaged your ICB to understand what mutual aid or other support is available to avoid / minimise cancellations?	Yes	Must be completed
18	Please confirm that you have arrangements in place to maintain essential child protection, child safeguarding and adult safeguarding functions?	No	Must be completed
19	Do you do have any critical services which cannot be maintained or which present a key clinical risk that is unmitigated?	Yes	Must be completed
20	Do you have Health and Wellbeing support available to all staff during this period?	Yes	Must be completed
21	Do you 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	Must be completed

Acute Trusts

TRUST NAME:UHBW - all sites

1	Please confirm you are able to deliver all of the inpatient [overnight] services you are commissioned to provide, for the duration of the industrial action	No	Further planning and impact analysis is being undertaken by each division at Specialty level which will be informed by ongoing consultations with staff to understand their intention to take IA. Mitigations being considered such as closing wards, amalgamating in-patient groups etc.
2	Please confirm you are able to deliver all of the day case services you are commissioned to provide, for the duration of the industrial action	No	See line 1.
3	Please confirm you are able to deliver all of the outpatient services you are commissioned to provide, for the duration of the industrial action	No	see line 1.
4	Please confirm that you are able to provide Emergency Department services for the duration of the industrial action?	Yes	Skill mix in ED likely to be adversely affected. Risk assessment of pathways are being undertaken ahead of IA days to inform response. On the day adoption of a dynamic risk approach will be activated.
4a	including ability to surge capacity through measures such as cohorting	No	Ability to staff surge capacity likely to be adversely affected. Risk assessment that are underway across ED pathways ahead of IA days will inform response. On the day adoption of a dynamic risk approach will be activated.
5	Please confirm that you are able to provide critical care services for the duration of the industrial action	Yes	Skill mix likely to be adversely affected - High likelihood that elective activity reliant on Critical Care recovery will be affected. Planning will be informed by staff consultation on their intention to join IA to identify appropriate mitigation. Trust will adopt a dynamic RA on the day
5a	including HDU	Yes	Skill mix likely to be adversely affected -HDU elective work likely to be affected. Planning will be informed by staff consultation on their intention to join IA to identify appropriate mitigation. Trust will adopt a dynamic RA on the day
5b	including intensive care	Yes	Skill mix likely to be adversely affected - elective work likely to be affected. Planning will be informed by staff consultation on their intention to join IA to identify appropriate mitigation. Trust will adopt a dynamic RA on the day
5c	including coronary care	Yes	Skill mix likely to be adversely affected - elective work likely to be affected. Planning will be informed by staff consultation on their intention to join IA to identify appropriate mitigation. Trust will adopt a dynamic RA on the day
6	Please confirm that you are able to provide paediatric high acuity services for the duration of the industrial action	Yes	
6a	including PICU	YES	Skill mix likely to be adversely affected - elective work likely to be affected. Planning will be informed by staff consultation on their intention to join IA to identify appropriate mitigation. Trust will adopt a dynamic RA on the day
6b	including NICU	Yes	Skill mix likely to be adversely affected - elective work likely to be affected. Planning will be informed by staff consultation on their intention to join IA to identify appropriate mitigation. Trust will adopt a dynamic RA on the day
7	Please confirm that you are able to provide trauma care (to your normal level of care) for the duration of the industrial action	Yes	Bristol Childrens Hospital is the MTC in UHBW. Internal redeployment of staff will be undertaken to support alongside an on the day Dynamic Risk Assessment
10	Please confirm that you are able to provide a full resuscitation team (cardiac arrest) response for the duration of the industrial action	Yes	Skill mix in team may be affected
11	Please confirm that you are able to provide acute medicine (including PPCI and acute stroke services, as applicable) care for the duration of the industrial action	Yes	Skill mix in team may be affected
8	Please confirm that you are able to provide emergency maternity care for the duration of the industrial action	Yes	Emergency Theatre - looking at supporting with ODP's
9	Please confirm that you are able to provide medical and surgical assessment units for the duration of the industrial action	No	Further planning and impact analysis is being undertaken by each division at Specialty level which will be informed by ongoing consultations with staff to understand their intention to take IA. Mitigations being considered such as closing wards, amalgamating in-patient groups etc.
10	Please confirm that you are able to provide emergency surgery for the duration of the industrial action	Yes	looking at supporting procedures with ODP's. Impact on patient recovery being assessed.
11	Please confirm that you are able to provide P1/P2 elective surgery inc urgent cancer for the duration of the industrial action	NO	Further planning and impact analysis is being undertaken by each division at Specialty level which will be informed by ongoing consultations with staff to understand their intention to take IA.
12	Please confirm that you are able to provide chemotherapy, radiotherapy, SACT services for the duration of the industrial action	No	Further planning and impact analysis is being undertaken which will be informed by ongoing consultations with staff to understand their intention to take IA. Mitigations such as redeployment of staff with SACT skills to support service delivery being developed.
13	Please confirm you are able to maintain diagnostics for people on urgent referral pathways for the duration of the industrial action	Yes	Not affected
14	Please confirm you are able to maintain life sustaining therapies (e.g. renal replacement services and dialysis, satellite clinics) for the duration of the industrial action	No	Activity takes place across children and adult services - highly spec skills required and so option to redeploy staff are limited.
15	Please confirm you are able to maintain safe delivery of general and acute ward-based services for the duration of the industrial action	No	Further planning and impact analysis is being undertaken which will be informed by ongoing consultations with staff to understand their intention to take IA. Mitigations such as redeployment of staff with SACT skills to support service delivery being developed.
15a	including respiratory care / NIV	No	Further planning and impact analysis is being undertaken which will be informed by ongoing consultations with staff to understand their intention to take IA. Mitigations such as redeployment of staff with SACT skills to support service delivery being developed.

16	Please confirm that you have arrangements in place to maintain patient discharge for the duration of the industrial action (including the provision of discharge lounges)	NO	<p>Further planning and impact analysis is being undertaken which will be informed by ongoing consultations with staff to understand their intention to take IA. Mitigations such as redeployment of staff with SACT skills to support service delivery being developed.</p> <p>Likelihood of a reduced service during period of IA</p> <p>QEIA underway at BNSSG system level.</p> <p>Safeguarding referrals and specialist advice may be delayed. Consulting with specialist corporate staff on intention to strike to mitigate the impact on this activity</p> <p>still under assessment once staff intention to strike is known</p>
17	Are you planning to reduce or reschedule elective activity to enable redeployment of nursing staff?	Yes	
17a	Have you engaged your ICB to understand what mutual aid or other support is available to avoid / minimise cancellations?	Yes	
18	Please confirm that you have arrangements in place to maintain essential child protection, child safeguarding and adult safeguarding functions?	Yes	
19	Do you do have any critical services which cannot be maintained or which present a key clinical risk that is unmitigated?	Yes	
20	Do you have Health and Wellbeing support available to all staff during this period?	Yes	
21	Do 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	

Community (Physical) Trusts

TRUST NAME: Sirona care & health (no IA)			
1	Please confirm you are able to deliver all of the inpatient services you are commissioned to provide, for the duration of the industrial action?	Yes	Must be completed If NO please specify
2	Please confirm that you are able to deliver all of the outpatient services you are commissioned to provide, for the duration of the industrial action?	Yes	Must be completed If NO please specify
3	Please confirm you are able to maintain life sustaining therapies (e.g. satellite clinics) for the duration of the industrial action	NA	Must be completed If NO please specify
4	Please confirm that you have sufficient clinical staff to support time critical care for the duration of the industrial action	Yes	Must be completed If NO please specify
4a	including identification and treatment of deteriorating patient(s)	Yes	Must be completed If NO please specify
4b	including End of Life Care [EOLC]	Yes	Must be completed If NO please specify
4c	including Administration of insulin or other medicines	Yes	Must be completed If NO please specify
5	Please confirm that you have sufficient resource to maintain Urgent Community Response services	Yes	Must be completed If NO please specify
6	Please confirm that you have sufficient resource to maintain urgent support to Virtual Wards	Yes	Must be completed If NO please specify
7	Please confirm that you have arrangements in place to maintain patient discharge for the duration of the industrial action	Yes	Must be completed If NO please specify
8	Please confirm that you have plans in place for ordering and reviewing investigations and prescribing for patients for the duration of the industrial action	Yes	Must be completed If NO please specify
9	Please confirm that you have arrangements in place to maintain essential child protection, child safeguarding and adult safeguarding functions?	Yes	Must be completed If NO please specify
10	Do you do have any critical services which cannot be maintained or which present a key clinical risk that is unmitigated?	No	Must be completed If YES please specify
11	Do you have Health and Wellbeing support available to all staff during this period?	Yes	Must be completed If NO please specify
12	Do you arrangements in place to contact and enable the immediate return to work of all appropriate staff in the event a major incident is declared?	N/A	Must be completed If NO please specify

MH and LDA Trusts

TRUST NAME: AWP

1	Please confirm you are able to deliver all of the inpatient services you are commissioned to provide, for the duration of the industrial action	No	Must be completed	If NO please specify	With no derogations agreed and no strike committee confirmed we cannot confirm that we are able to deliver all services
2	Please confirm you are able to deliver all of the inpatient services outpatient services you are commissioned to provide, for the duration of the industrial action	No	Must be completed	If NO please specify	With no derogations agreed and no strike committee confirmed we cannot confirm that we are able to deliver all services
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	Must be completed	If NO please specify	With no derogations agreed and no strike committee confirmed we cannot confirm that we are able to deliver all services
4	Please confirm that you have sufficient resource to maintain Urgent Community Response / Crisis services	No	Must be completed	If NO please specify	With no derogations agreed and no strike committee confirmed we cannot confirm that we are able to deliver all services
5	Please confirm that you have sufficient clinical staff to support the identification and treatment of deteriorating patient(s) / for the duration of the industrial action	No	Must be completed	If NO please specify	With no derogations agreed and no strike committee confirmed we cannot confirm that we are able to deliver all services
6	Please confirm that you have plans in place for ordering and reviewing investigations and prescribing for patients for the duration of the industrial action	Yes	Must be completed	If NO please specify	
7	Please confirm that you have arrangements in place to maintain patient discharge for the duration of the industrial action	Yes	Must be completed	If NO please specify	
8	Please confirm that you have arrangements in place to maintain essential child protection, child safeguarding and adult safeguarding functions?	Yes	Must be completed	If NO please specify	
9	Please confirm that you have sufficient clinical staff to support time critical care for the duration of the industrial action	No	Must be completed	If NO please specify	With no derogations agreed and no strike committee confirmed we cannot confirm that we are able to deliver all services
9a	including depot injections for people with psychosis and timely administration of other medications	No	Must be completed	If NO please specify	With no derogations agreed and no strike committee confirmed we cannot confirm that we are able to deliver all services
9b	including Crisis and Home Treatment teams and urgent MCA/DOLS assessments	No	Must be completed	If NO please specify	With no derogations agreed and no strike committee confirmed we cannot confirm that we are able to deliver all services
10	Do you do have any critical services which cannot be maintained or which present a key clinical risk that is unmitigated?	Yes	Must be completed	If YES please specify	With no derogations agreed and no strike committee confirmed we cannot confirm that we are able to deliver critical services
11	Do you have Health and Wellbeing support available to all staff during this period?	Yes	Must be completed	If NO please specify	
12	Do you 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	Must be completed	If NO please specify	

Ambulance and NHS 111 Services

TRUST NAME:	
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1	Please confirm that you can maintain clinical advice to 999 EOCs inc call triage	Yes/No/NA	Must be completed If NO please specify
2	Please confirm that you can maintain clinical advice to 111 services (where provided by your Trust)	Yes/No/NA	Must be completed If NO please specify
3	Please confirm that you have arrangements in place to maintain essential child protection, child safeguarding and adult safeguarding functions?	Yes/No/NA	Must be completed If NO please specify
4	Does the absence of RCN members have any other impacts on provision of your Trust's key services?	Yes/No/NA	Must be completed If NO please specify

ICB-level

ICB NAME: BNSSG	No IA from ICB
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1	Please confirm that you expect to 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/No/NA
2	Please confirm that you expect to be able to maintain staffing of your system control centre for the duration of the industrial action / next 24 hours?	Yes/No/NA
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?	Yes/No/NA
4	Do you have Health and Wellbeing support available to all staff during this period?	Yes/No/NA
5	Are cross-ICB mutual aid mechanism are available / being put in place to support affected Trusts?	Yes/No/NA
7	Do you have you any geographical or sites of particular concern?	Yes/No/NA
8	Do you 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/No/NA
9	Does 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/No/NA

