

HCP 0-5 service provision in Cambridgeshire at District level

1. Background

Appendix 4a shows the 0-5 metrics trend for Cambridgeshire and Peterborough and compares to performance across England.

This Appendix 4b highlights the service performance across the 0-5 Health Visiting service at district level, including a summary of achievement against Key Performance Indicators, and a brief commentary outlining the challenges and how these have been addressed to date.

2. HCP Age 0-5 key performance metrics by District

	2017	2018		
Antenatal visits (target 50%)	Qtr3	Qtr4	Qtr12	Qtr2
Cambridge	6%	9%	14%	8%
East Cambridgeshire	28%	23%	23%	25%
Fenland	22%	21%	24%	23%
Huntingdonshire	36%	35%	35%	46%
South Cambridgeshire	7%	7%	11%	8%
New birth visits (target 98% overall, 90% within 14 days)	Qtr3	Qtr4	Qtr1	Qtr2
Cambridge within 14 Days	94%	96%	96%	95%
Cambridge after 14 Days	4%	4%	4%	3%
East Cambridgeshire within 14 Days	94%	98%	97%	94%
East Cambridgeshire after 14 Days	3%	2%	1%	2%
Fenland within 14 Days	92%	96%	94%	98%
Fenland after 14 Days	3%	2%	2%	0%
Huntingdonshire within 14 Days	97%	97%	96%	94%
Huntingdonshire after 14 Days	2%	3%	2%	3%
South Cambridgeshire within 14 Days	97%	97%	98%	97%
South Cambridgeshire after 14 Days	2%	2%	2%	2%
6-8 week checks completed/breast feeding coverage (target 90%)	Qtr3	Qtr4	Qtr12	Qtr2
Cambridge	85%	88%	89%	92%
East Cambridgeshire	95%	88%	88%	96%
Fenland	79%	62%	50%	86%
Huntingdonshire	94%	94%	96%	95%
South Cambridgeshire	93%	90%	97%	94%
6-8 Week Breast Feeding Prevalence (target 56%)	Qtr3	Qtr4	Qtr1	Qtr2
Cambridge	65%	66%	69%	72%
East Cambridgeshire	57%	53%	53%	55%
Fenland	28%	21%	16%	34%
Huntingdonshire	49%	52%	53%	53%
South Cambridgeshire	65%	59%	67%	65%

1 year review at 12 months (target 90%)	Qtr3	Qtr4	Qtr1	Qtr2
Cambridge	84%	83%	82%	84%
East Cambridgeshire	88%	78%	50%	82%
Fenland	82%	91%	76%	91%
Huntingdon	82%	85%	83%	81%
South Cambridgeshire	90%	90%	88%	88%
2.5 year review (target 90%)	Qtr3	Qtr4	Qtr1	Qtr2
Cambridge 2.5 Yr Check with ASQ	96%	90%	93%	90%
East Cambridgeshire 2.5 Yr Check with ASQ	99%	98%	95%	98%
Fenland 2.5 Yr Check with ASQ	97%	92%	96%	94%
Huntingdon 2.5 Yr Check with ASQ	96%	95%	96%	96%
South Cambridgeshire 2.5 Yr Check With ASQ	96%	94%	92%	95%

3. Health visiting services Cambridgeshire: key issues at District level

3.1 Fenland

Within the Fenland district there are ongoing pressures around the recruitment of registered nursing staff. This has an impact on performance and is compounded by the demographics of the population, with the area being of highest deprivation and an increase in the population of English as a second language. The service offers a retention premium targeted to some staff groups and this is currently being reviewed across Peterborough & Cambridgeshire to ensure there is a consistent approach. The service has also utilised bank and agency staff who are now working regular shift patterns within the caseloads to ensure continuity of care.

The service has responded innovatively to deliver universal support to families by offering some mandated checks in a clinic setting which has been well-received by the service users. In addition to this the service has addressed the missed appointments by offering the 1 & 2 years developments checks within the home environment which has improved accessibility and uptake.

3.2 Huntingdon

Generally, Huntingdon has fewer challenges around recruitment and retention and generally performance is consistent across the 5 mandated visits. Staff where possible, are asked to support other districts on a temporary basis.

3.3 Cambridge City

This district has pressures with the recruitment and retention of staff and have been utilising bank staff to address some of the gap in service. Unfortunately, there have been no agency staff available to work in the City to-date. The cost of living is higher in the City impacting on staff availability, which is compounded further by congestion of movement within the City. The Trust has introduced bicycles for staff who are interested in utilising this mode of transport. These pressures impact on the performance data more broadly. The service has offered regular Saturday morning

sessions within the Peacock centre for mandated reviews and these have been well attended and positively evaluated by service users and staff.

3.4 East Cambridgeshire

Generally East Cambridgeshire has fewer challenges with recruitment and retention and is able to deliver the service favourably in comparison to some of the other districts. With this in mind this area is currently offering wider support to Cambridge City in order to be able to deliver the service to enable an equitable service.

3.5 South Cambridgeshire

Again, South Cambridgeshire has fewer workforce challenges and is therefore able to support the health needs of families. The three smaller teams covering Cambourne, Melbourn and Sawston have come together to form a wider team meaning that capacity and resources have been shared creating a greater expertise and staff availability.

Overall the service has 7.2 wte staff across Cambridgeshire unavailable to work due to maternity leave, secondments, career breaks and long-term absence impacting on service delivery. A staffing prediction tool is reviewed and updated monthly by the senior leadership team to support planning and predict the staffing availability at any one time.