

<b>MEETING</b>	<b>Trust Board – Public</b>	<b>Ref No. 5.6</b>
<b>DIRECTOR</b>	<b>Medical</b>	<b>Date 1 April 2021</b>
<b>Royal College Review of Cardiothoracic Surgical</b>		
<b>Purpose</b>	The Trust Board will be updated in relation to cardiothoracic services, in particular, new actions and emerging issues	
<b>Corporate Objective</b>	<ul style="list-style-type: none"> <li>• Safety, Quality and Experience</li> <li>• Service Delivery</li> <li>• People and Culture</li> <li>• Strategy and Partnerships</li> <li>• Resources</li> </ul>	
<b>Key areas for consideration</b>	<ul style="list-style-type: none"> <li>• <b>Issues /risks</b> Effective management of the concerns in this regional specialty continues to be required in order to maintain safe effective and compassionate care. Clinical outcomes for cardiac surgery remain good and outcomes are nationally benchmarked. A risk summit was held with stakeholders including DoH, HSCB, RQIA, GMC, NIMDTA, QUB and PPA.</li> <li>• <b>Emerging issues</b> NIMDTA has placed the service on enhance monitoring given concerns raised by surgical trainees about bullying and undermining. A media enquiry was also raised with the GMC.</li> <li>• <b>Challenges</b> Cultural, team and individual behavioural issues, and systems issues must be managed effectively. The Trust continues to manage both issues of culture/team working and individual issues, in parallel.</li> <li>• <b>Internal/External engagement</b> Extensive internal engagement, including strengthening of local clinical leadership is central to the approach to the management of the concerns. There have been no changes in the leadership arrangements since the December 2020 update with a recruitment of clinical lead positions planned in Spring this year. An internal meeting took place on 3 November and a further meeting took place on 25 January 2021 to update the team on progress. Arrangements are now in place for teambuilding with an external facilitator who has now met individually with key staff. External engagement had included a stakeholder meeting on 23 October and again on 5 February 2021. Separate meetings have also taken place with NIMDTA.</li> <li>• <b>Human rights / Equality</b> Concerns in relation to racial discrimination have been raised and will be managed by the Trust including independent external investigation which has now commenced.</li> </ul>	
<b>Recommendations</b>	To Note	