

0-19 Public Health Nursing Service Transformation Project Phase 2 proposals

Phase 2 proposals and key findings from the benchmarking, options appraisal, stakeholder and 0-19 staff engagement sessions	
Proposed Change	Key information
<p><u>1. Utilising skill mix for the 2.5 year review</u> – The 2.5 year review is a mandated review within the Healthy Child Programme that is currently delivered by NHS Band 6 Health Visitors in Derbyshire. This proposal involves NHS Band 4 Community Nursery Nurses delivering this review for those families where there are no known concerns (approximately 85% of the caseload). The Health Visitor will continue to deliver this review where there are known vulnerabilities (approximately 15% of the overall caseload). Where a health need is identified the Community Nursery Nurse will pass this onto the Health Visitor.</p>	<p><u>Benchmarking</u> All seven local authorities included within benchmarking exercise utilise skill mix as part of the delivery of the 2.5 year review as an effective use of resources.</p> <p><u>Options appraisal</u> Community Nursery Nurses are very skilled in child development to be able to undertake the review. The main concerns identified were around the missed opportunities for the Health Visitor to have contact with families and the potential for missing vulnerabilities if delivered by the Community Nursery Nurse, however effective processes will be implemented to minimise this risk.</p> <p><u>Stakeholder engagement</u> Some concerns were raised from stakeholders mainly around the potential to miss the needs and vulnerabilities of families if not delivered by the Health Visitor, however this proposals was viewed as the most preferable out of the six proposals presented.</p> <p><u>Staff engagement</u> This proposal was well supported from staff within the 0-19 Public Health Nursing Service.</p>

Utilising skill mix for the 12 month review - The 12 month review is a mandated review of the Healthy Child Programme that is currently delivered by NHS Band 6 Health Visitors in Derbyshire. This proposal involves NHS Band 4 Community Nursery Nurses delivering this review for those families where there are no known concerns (approximately 85% of the caseload). The Health Visitor will continue to deliver this review where there are known vulnerabilities (approximately 15% of the overall caseload). Where a health need is identified the Community Nursery Nurse will pass this onto the Health Visitor.

Benchmarking

Six out of the seven Local Authorities interviewed regularly utilise skill mix as part of the delivery of the 12 month review.

Options appraisal

The 12 month review involves an assessment of maternal mental health (the mental health of a women during pregnancy, after child birth and during a baby's first year). Therefore, although the options appraisal identified that utilising skill mix for the 2.5 year was an efficient use of resources there were more concerns identified on the use of skill mix for the 12 month review. Community Nursery Nurses are skilled at working with children between the ages of 2-8 years. Therefore, there is a current skills gap for Community Nursery Nurses to deliver the 12 month review and training would be required to gain the competencies required to deliver the 12 month review safely and effectively. Significant risks were raised as part of the EQIA risk score completed by DCHS on this proposal. The implementation of this proposal may also have an adverse impact on the potential cost savings because this would require additional responsibilities of the Community Nursery Nurse that may be subject to Agenda of Change re-banding of this staff group.

Stakeholder engagement

Significantly more concerns were raised in relation to this proposal compared to the proposal to utilise skill mix for the 2.5 year review for the reasons outlined above.

Staff engagement

There was some support from staff within the service to implement this proposal to help free up the capacity of Health Visitors, however there were similar concerns

	<p>raised from staff as highlighted within the options appraisal.</p>
<p><u>Targeted antenatal review –</u> The antenatal review is a mandated review within the Healthy Child Programme that in Derbyshire is offered to all expecting mums by the Health Visitors between 28 and 34 weeks of pregnancy. The proposed change would involve the review being offered routinely to first time mums and those with known vulnerabilities (approximately 50% of the overall caseload). Those with multiple births and those with no known concerns or vulnerabilities would be provided with key information via an SMS and invited to contact the service for a virtual appointment with the Health Visitor if requested.</p>	<p><u>Benchmarking</u> Despite being a mandated review five out of the seven Local Authorities interviewed are offering this review as part of a targeted approach usually aimed at first time mums and those with no known vulnerabilities similarly to this proposal due to lack of capacity and funding to offer this as a universal review.</p> <p><u>Options Appraisal</u> This proposal would enable Health Visitors to focus resources on those with the highest level of need, however this proposal did raise concerns in relation to the lack of contact some families would have with the service during the antenatal period that in turn may lead to missed opportunities to review home conditions and miss vulnerabilities and safeguarding concerns. The lack of opportunity for the Health Visitor to build a positive relationship with the family during the antenatal period may also lead to the New Birth Visit (that is delivered by the service when the baby is between the age of 10 and 14 days) taking longer as issues that may have been picked up during the antenatal review may not be picked up until the New Birth Visit.</p> <p><u>Stakeholder Engagement</u> Significant concerns were highlighted from stakeholders similar to those identified within the options appraisal. As a result, this proposal along with the use of skill mix for the 12 month review were the least preferred proposals from stakeholders.</p> <p><u>Staff engagement</u> There was some support from staff for the implementation of this proposal to help free up and focus the capacity of Health</p>

	<p>Visitors to those with the highest level of need. However, some concerns were noted that were similar to those concerns mentioned above as part of the options appraisal and stakeholder engagement.</p>
<p><u>A blended approach to the delivery of the antenatal review</u> – This proposal would retain the delivery of the antenatal review for all families, however rather than all reviews being undertaken within the home a blended approach of home visits, telephone or virtual appointments could be offered to best meet the needs of the family.</p>	<p><u>Benchmarking</u> The benchmarking exercise did not ask specifically about the delivery of a blended approach to the delivery of antenatal reviews. However, 5 areas are delivering a targeted approach to the delivery of this review. There is also soft intelligence via 0-19 commissioner forums that virtual appointments are often used in the delivery of antenatal reviews in some areas particularly following the Covid-19 pandemic where there is limited capacity amongst Health Visitors to deliver all antenatal reviews as home visits within the required timeframe. Following the pandemic many areas have reported the continued delivery of some antenatal reviews using virtual methods.</p> <p><u>Options appraisal</u> This proposal was not included within the original options appraisal that only considered the proposal to deliver the antenatal review as a targeted approach. This proposal was developed as a way of mitigating the concerns within the options appraisal of not offering this review to all families as part of a targeted approach. All expecting mums would continue to be offered an antenatal review within the specified timeframe as part of this blended approach. This approach would help free up capacity within the service and the use of virtual appointments would be more appropriate for some families who would prefer this option. However, there still remains the risk of missing potential vulnerabilities and safeguarding concerns for those where this review is not undertaken in the family home.</p>

	<p><u>Stakeholder engagement</u> Concerns were raised in relation to the potential for missed opportunities to identify vulnerabilities and safeguarding concerns by delivering antenatal reviews in the home, however this proposal was more preferred compared to the proposal to deliver this as a targeted antenatal review.</p> <p><u>Staff engagement</u> Some concerns were noted from staff similar to those identified in the stakeholder engagement, however on the whole there was a lot of support from staff for this proposal as an effective way of freeing up health visiting capacity within the service as they feel a home visit for all families is not the best use of resources.</p>
<p><u>Delivering a targeted pre-school review</u> – The pre school review is not a mandated review within the Healthy Child Programme although this review is recommended. The specification when the Section 75 Partnership Agreement was implemented in 2019 included the development of a pre-school review to be offered to all families of children in Derbyshire between the ages of 3 and 3.5 years. However, the Covid-19 pandemic stalled the development of this review and as a result was only fully implemented during the 2021-22 academic year. This review is currently offered to all families. However, the proposed change is to offer this as a targeted pre-school review to those families with known health or development needs identified on or after the</p>	<p><u>Benchmarking</u> None of the seven Local Authorities interviewed offer a universal pre-school review to all families and only one Local Authority offered a targeted review similar to this proposal.</p> <p><u>Options appraisal</u> This proposal is an interdependency of the implementation of the use of skill mix for the delivery of the 2.5 year and 12 month reviews, because the capacity of the community Nursery Nurses will need to be released to enable them to deliver the 2.5 and 12 month reviews if implemented. Most of the concerns identified were in relation to the potential of missing unidentified vulnerabilities.</p> <p><u>Stakeholder engagement</u> Concerns picked up within the options appraisal mainly focussed on the risk of missing unidentified health and development needs of some children who would not routinely be offered a review were raised and the impact this may have</p>

<p>2.5 year review and the families of those children not attending an Early Years setting. Families of those with no known health or development needs attending an Early Years setting will be provided with age appropriate information and advised to contact the service for further support if required.</p>	<p>on school readiness. However, there was acknowledgement that offering this as a universal review may not be the best use of resources and on the whole there was significantly less concerns around the implementation of this option alongside the option to utilise skill mix for the 2.5 year review compared to the other proposals presented.</p> <p><u>Staff engagement</u> There was significant support amongst staff within the service to implement this proposal.</p>
<p><u>Stopping delivery of the pre-school review</u> – This proposal would involve the full stopping of pre-school review at 3-3.5 years</p>	<p><u>Benchmarking</u> Six out of the seven Local Authorities interviewed do not offer a pre-school review between the ages of 3-3.5 years. Only one Local Authority interviewed offered this review as a targeted offer.</p> <p><u>Options appraisal</u> This proposal was not included within the original options appraisal that only considered the proposal to deliver this review as a targeted offer. The consideration to stop delivering the pre-school review was included as a proposal to help release further cost efficiencies if required as this is not a mandated review within the Healthy Child Programme and the majority of other Local Authorities interviewed as part of the benchmarking exercise do not deliver a pre-school review. A decision to stop the review altogether may create further concerns in relation to school readiness as more issues and vulnerabilities may be missed, however the 0-19 Public Health Nursing Service will continue to support families of children in the pre-school age group if the family requests support or if a health or development need has been identified.</p> <p><u>Stakeholder engagement</u></p>

There were more concerns raised in relation to this proposal compared to the proposal to deliver a targeted pre-school review. Similar concerns relating to missed vulnerabilities and an impact on child development and school readiness were the main concerns raised if the service stopped delivering this review.

Staff engagement

Staff within the service did express some concerns similar to those raised by stakeholders, however on the whole were supportive of this proposal as a way of shifting resources effectively elsewhere within the service to more effectively meet the needs of families and delivery of the mandated elements of the Healthy Child Programme.