

## BEH – Organisational Feasibility Study – DRAFT FAQs

Question	Suggested Response
Why has the Secretary of State asked for this report?	Representations made to the Independent Reconfiguration Panel by Enfield MPs have suggested that changes to the existing organisational structures of local hospital trusts could facilitate better options for services serving Enfield residents.
Who is conducting the feasibility work?	It is being led by NHS London working with the two hospital trusts and NHS north central London, as directed by the Secretary of State for Health.
Who are being asked for their views?	The work has a technical component (e.g. what configuration is clinically sensible, how do the finances of the proposed organisations stack up?) but it also needs to be informed by the views of a wide range of stakeholders. Between now and December we will be looking to current and emerging commissioners, clinical and non-clinical staff employed by the affected trusts, local LINKs and elected representatives to make their views on organisational structure known.
Does this mean the Clinical Strategy has been halted or suspended?	No. The Secretary of State has accepted the IRP's latest recommendations on the clinical strategy and implementation will now go ahead. A condition of the feasibility work is that it supports the implementation of the BEH clinical strategy.
What will happen after the report has been submitted to the Secretary of State?	If the report to the Secretary of State supports the feasibility of transferring responsibility for managing services at Chase Farm to the North Middlesex University Hospital NHS Trust, and the Secretary of State supports the report's findings, the two Trusts will be asked to develop business cases for making the change happen. If, on the other hand, the change is not feasible, NHS London will continue to support the two Trusts in progressing towards Foundation Trust status by 2014.
What will any new organisations be called?	It is too early to say. This will only be considered if and when further work begins on developing business cases for making the change happen.
What are the benefits of having Chase Farm Hospital run by different management?	<p>Advocates for this idea argue that it would enable an acute foundation trust to be formed that would focus specifically on the needs of Enfield residents.</p> <p>The work over the next few weeks aims to demonstrate whether this is the case or not. Other criteria will also be taken into account, including whether organisational change supports the</p>

	<p>implementation of the BEH clinical strategy, and; whether it is deliverable within the current legal and policy framework with no disruption to services and patients, minimum disruption to staff and to a reasonable timetable.</p>
<p>Will the outcome of the viability work (whether the new organisation <i>is</i> or <i>isn't</i> viable) affect the planned service change at Chase Farm and/or Barnet?</p>	<p>No. The local NHS is clear that it has the mandate to implement the clinical strategy, which will deliver significant improvements in healthcare across the boroughs of Enfield, Barnet and Haringey.</p> <p>The scope of the feasibility work is to ascertain if the transfer of responsibility for managing services at Chase Farm to the North Middlesex University Hospital NHS Trust provides viable solutions for all three hospitals concerned.</p> <p>If the new organisations <b>are</b> viable, any organisational change as a result of the work under way must support the implementation of the clinical strategy.</p> <p>If either organisation <b>is not</b> viable, high-level testing will be undertaken on the following possibilities:</p> <ul style="list-style-type: none"> <li>• acquisition of any of the three hospitals by another organisation;</li> <li>• the impact of including local community services and community assets; and</li> <li>• merger of Barnet and Chase Farm Hospitals NHS Trust and North Middlesex University Hospital NHS Trust.</li> </ul> <p>This high-level testing would include a risk assessment of the complexities of these possibilities, including legal issues and the impact on staff.</p>
<p>I work at Chase Farm - how will it affect me?</p>	<p>Many staff at Chase Farm will see their roles change as the clinical strategy is implemented. If Chase Farm Hospital were to merge with the North Middlesex Hospital in to a new trust, staff contracts would be likely to transfer as well.</p>
<p>(If the new Trust goes ahead) Will this mean redundancies?</p>	<p>If a new Trust is created it will be because that is believed to be the best organisation for securing the clinical and financial viability of hospital services for Barnet, Enfield and Haringey. It is far too early to say whether any redundancies will arise out of the organisational change.</p>

<p>Won't it just be a distraction to what staff are supposed to be doing?</p>	<p>There should be little if any obvious impact on patient services as a result of the change in organisation.</p>
<p>Is this a takeover by North Middlesex Trust of Chase Farm Hospital?</p>	<p>No. If It proves to be viable, what we will see is a merger of North Middlesex Trust with part of the current Barnet and Chase Farm Trust, creating a new organisation for managing the two hospitals in Enfield.</p>
<p>If North Middlesex merges with Chase Farm, will there be enough doctors/nurses/staff across the two hospitals?</p>	<p>Yes. Staff at Chase Farm hospital would continue to provide services under the management of a new employer.</p>
<p>Will the feasibility work look at each service? Some BCF services are run at both sites and would be difficult to split?</p>	<p>The implementation of the clinical strategy will sort out which services are provided on each site. The feasibility work is only looking at organisational structures and will not include proposals for further service change.</p>
<p>Isn't Barnet &amp; Chase Farm an integrated organisation with staff working across both sites? How would you disentangle clinical and support services?</p>	<p>It is true to say clinical and support services are integrated between the two hospitals. The work is looking at clinical interdependencies and how this issue might be addressed.</p>
<p>Will the new organisation inherit any historic debt?</p>	<p>Considering the financial sustainability of all affected organisations is an integral part of the work programme under way.</p>