

Standards & Hospital Performance Report

Report for Qtr.4 2024-25

Agenda Item: 8.4.1 Purpose: For Assurance

Contents

Stand	dards & Hospital Performance Report	1
1.	Target Performance: Trajectories and Local Delivery Plan	1
2.	LDP STANDARD MEASURES 2024/25 (Qtr. 4)	5
Hosp	ital Performance Section	16
3.	Western Isles Hospital	16
	A&E	16
	Inpatient and Day Case Activity	18
	Inpatient and Day Case – specialty breakdown	19
	Number IP/DC on Waiting List	20
	Number of New Outpatients on Waiting List	21
	Hospital at Home Admissions	22
	8 Key Tests	24
	Theatre Utilisation	25
	Hospital Beds (WIH)	27
	Outpatient Appointments	32
4.	Ospadal Uibhist agus Barraigh (OUAB)	35
	A&E OUAB	35
	Inpatient and Day Case Activity	37
	Hospital Beds (OUAB)	38
5.	St. Brendan's Hospital (St. B)	42
	Inpatient and Day Case Activity	42
6.	Mainland Hospitals	46
	Inpatient and Day Case Activity	46

Agenda Item: 8.4.1 Purpose: For Assurance

1. Target Performance: Trajectories and Local Delivery Plan

Table 1 Current LDP Standards

Area	Standard	Associated Key Measures	Period	Status	Comments
	Suspicion-of-cancer referrals (62 days)				Standard: 95%
	% of urgent referrals (inc. via A&E) with suspicion of				Actual: 47%
	cancer seen within 62 days of treatment starting.	The maximum wait from urgent	Mar-25		Variance: -50.7%
		referral with a suspicion of cancer, to treatment is 62 days; the maximum wait from decision to			15 of 32 seen within 62 days
	All Cancer Treatment (31 days)	treat to first treatment for all			Standard: 95%
	% of cancer patients treated within 31 days of diagnosis.	patients diagnosed with cancer is			Actual: 100%
		31 days.	Mar-25	◆▶	Variance: 5.3%
					23 of 23 seen within 31 days
e	Emergency Department Waiting Times – 4 hours		Mar-25		Standard: (95%) 98%
Acute	The percentage of patients seen waiting no more than 4	Standard is 95% with stretch target		\blacksquare	Actual: 95%
a	hours from arrival to admission, discharge or transfer for accident and emergency treatment.	of 98%			Variance: 0%
	Early Access to Antenatal Services				Plan: 80%
	At least 80% of pregnant in each SIMD quintile will have		of the 5 quintiles and the lowest Mar-25	_	Actual: 83%
	booked for antenatal care by the 12 th week of gestation.	performing quintile will be reported.		V	Variance: 4.1%
		perferring quintile will be reported.			5 of 6 in quintile 2
	IVF Treatment Waiting Times				Plan: 90%
	Eligible patients will commence IVF treatment within 12	A proportion of WI patients are	14 07		Actual: n/a
	months. The target will be based on the proportion of	treated in Glasgow and will be included in waiting times for GG&C.	Mar-25	_	Variance: n/a
	patients who were screened at an IVF centre within 12 months of the decision to treat.	included in waiting times for GG&C.			0 of 0

Area	Standard	Associated Key Measures	Period	Status	Comments
	12 week Treatment Time Guarantee for Inpatients				Standard: 100%
	The proportion of inpatient and day cases that were	1000/ compliance required	Mar-25		Actual: 75%
	seen within the 12 week Treatment Time Guarantee.	tee. 100% compliance required.			Variance: -25%
					91 of 364 seen within 12wks
	New Outpatients Waiting over 12 weeks				Plan: 95.0%
	The percentage of patients waiting no more than 12	95% with stretch 100%.	Mar-25		Actual: 74.1%
	weeks from referral (all sources) to a first outpatient	9578 WILL STEICH 10078.	IVIAI-25		Variance:-22.0%
	appointment.				924 of 1247 seen within 12 wks
	New outpatients Waiting over 16 weeks				Plan: 100%
	Percentage of patients waiting no more than 16	100% compliance required. Waits over 16 weeks must be eradicated.	Mar-25	A	Actual: 79.5%
	weeks from referral (all sources) to a first outpatient appointment.				Variance: -20.5%
	арронинени.				991 of 1247 pts seen in 16wks
Φ	MRSA/MSSA Bacterium	Measure is flawed as it is looking for a			Local Figure Qtr.4
Acute	To further reduce healthcare associated infections of staphylococcus aureus bacteraemia (including MRSA) case Healthcare Associated (Rate per 100,000 Total Occupied Bed Days) and Community Associated (rate per 100000 population)	10% reduction based on a year with only 1 case	Mar-25		Target 3.2
		Target: 10% reduction on 2018/19 baseline by 2021/22		•	Healthcare Associated SAB :15.6 (1 Case)
		No update on target for 24/25 currently still using 21/22 target.		A	Target 16.8 Community Associated SAB : 0 (0 cases)
	Clostridioides Difficile Infections	Board deemed an exception if			Local Figure Qtr.4
	To further reduce healthcare associated infections of Clostridium Difficile in patients aged 15 and over	incidence rate is above upper 95% confidence limit in current quarter OR		_	Target Rate 3.2
	Healthcare Associated (Rate per 100,000 Total Occupied Bed Days) and Community Associated (rate per 100000 population)	above third standard deviation upper warning limit for current quarter of long term trend analysis.	Mar-25	▼	Healthcare Associated CDI : 15.55 (1 cases)
		No update on target for 24/25 currently still using 21/22 target.		•	Target Rate 3.4 Community Associated CDI : 0 (0 cases)

Area	Standard	Associated Key Measures	Period	Status	Comments
	Faster access to specialist CaMHS Deliver 18 weeks from referral to treatment for				Standard:90% Actual: 100%
	specialist CaMHS services.	90% of patients to be seen within 18 weeks.	Mar-25	⋖ ▶	Variance: 11.1%
		ro weeks.			25 of 25 pts seen within 18 weeks
	<u>Dementia: Diagnosed & Post-Diagnostic</u> <u>Support</u>				33 Newly diagnosed dementia cases per qtr. (133 annually)
alth	Newly diagnosed dementia cases in a	% of those referred for PDS who		lacksquare	Current Target: 133
He	performance year who are offered the service, as a percentage of the overall estimate of newly	received a minimum of a year's support		•	Actual: 63
Mental Health	diagnosed dementia cases within that performance year.		Mar-25		Variance: -52.6%
Σ	No update from PHS on Projected diagnoses targets so still using 2021 target.	% of those referred for PDS who received a minimum of a year's support		4	Percentage receiving PDS: 100%
	Faster access to Psychological Therapies		Mar-25		Standard: 90%
	Deliver 18 weeks referral to treatment for Psychological Therapies.	NHS Boards to achieve a rate of 90%.		A	Actual: 68.8%
					Variance: -23.6%
					44 of 64 patients seen within 18 weeks
	Referral to Treatment: Drugs and Alcohol				Standard: 90%
	90% of clients will wait no longer than 3 weeks		1405	•	Actual: 82%
<u>ə</u>	from referral received to appropriate drug or alcohol treatment that supports their recovery.		Mar-25	•	Variance: -9.1%
င်ခ	alcohor treatment that supports their recovery.				45 of 55 seen within 3 weeks
Public Care	Smoking Cessation	To achieve 30 successful quits at			Target 7
Puf	Delivery of universal smoking cessation services	12wks post-quit for people residing			Actual: 8
	to achieve a number of successful quits at 12	in the three most deprived local	Feb-25	◆ ▶	Variance: 14.3%
	weeks post quit in the 60% most deprived withinisland board SIMD areas.	quintiles.			1 month in arrears

Area	Standard	Associated Key Measures	Period	Status	Comments
	Advance booking – GP				Standard: 90%
	J 1 ,	Able to book an appointment with a GP more	Mar-24	V	Actual: 76%
ē	were able to book an appointment with a GP more than 3 days ahead.	than 48 days in advance	(Latest)		Variance: -15.6%
Car	Access to an appropriate care	Biennial patient satisfaction survey.			Standard: 90%
ar.	Positive response to questions regarding	Doctor		▼	83%
Primary	access to an appropriate member of the GP Practice Team.	Nurse	Mar-24	▼	88%
		Physiotherapist	(Latest)		65%
		Mental Health Professional		_	56%
		Another Healthcare Professional		V	63%
ē	Sickness Absence				Standard: 4.0%
orate	% Hrs lost due to sickness absence.	NHS Boards to achieve a sickness absence	May 05	•	Actual: 5.55
Corpo		rate of 4%.	Mar-25	V	Variance: 38.8%
ပိ					Lost Hours:8230.11

Agenda Item: 8.4.1 Purpose: For Assurance

2. LDP STANDARD MEASURES 2024/25 (Qtr. 4)

Exception report on KPMs not meeting latest planned trajectory.

Local Delivery Plan – HEAT Standard Performance Assessment Q4 2024/25

WI Balanced Scorecard Indicator:	Executive Lead:
8: Cancer Waiting Times	Lachlan MacPherson
	Hospital Manager

HEAT Target: Responsible Officer:

62-day standard from receipt of referral to start of treatment for newly diagnosed primary cancers.

Ronnie Murray
Planning & Performance Manager

Trajectory Performance to date:

Supporting Analysis (where available):

Quarter Ending	<u>Actual</u>	Planned Value	Deviation (%)
Jun-24	73%	95%	-23.1%
Sep-24	77%	95%	-18.7%
Dec-24	72%	95%	-24.3%
Mar-25	47%	95%	-50.7%

Quarter Ending	<u>Referral</u>	<u>Seen</u>
Jun-24	26	19
Sep-24	22	17
Dec-24	32	23
Mar-25	32	15

1. Performance Narrative (include key reasons for underperformance status)

The Q4 performance of 48% related to 17 breaches out of 33 cases - these breaches were in Colorectal (x4), Head & Neck (x1), Lung (x1), Upper GI (x1) and Urology (x10), as per below.

	Q1-JAN-MAR Q2-APR-JUN Q3-JUL-SEP		Q4-OCT-DEC		2024 TOTAL										
62 DAYS (ALL)	X	✓	Total	X	✓	Total	X	✓	Total	X	✓	Total	X	✓	Total
Breast		1	1			0			0			0	0	1	1
Cervical			0			0			0			0	0	0	0
Colorectal	4	4	8			0			0			0	4	4	8
Head & Neck	1		1			0			0			0	1	0	1
Lung	1	2	3			0			0			0	1	2	3
Lymphoma		2	2			0			0			0	0	2	2
Melanoma		1	1			0			0			0	0	1	1
Mesothelioma															
Multiple Myeloma															
Neurological															
Ovarian			0			0			0			0	0	0	0
Sarcoma															
Upper GI	1	4	5			0			0			0	1	4	5
Urological	10	2	12			0			0			0	10	2	12
Totals	17	16	33	0	0	0	0	0	0	0	0	0	17	16	33
			48.5%			######			#DIV/0!			#DIV/0!			48%

Cancer pathways for the majority of these specialities are through NHS Highland and so performance is dependent on performance at Highland (and Glasgow for selected specialities).

2. Planned Performance Improvements:

- 1. Breaches to be discussed by Cancer Steering Group.
- 2. A weekly report is submitted to Scottish Government and monthly calls with SG lead Rebekah MacQueen.
- 3. SLA meetings to be re-established with NHSH in order to address issues affecting performance.

3. Key Group/Committees consulted:

- 1. Cancer Steering Group
- 2. Performance Group
- 3. OSDT

Agenda Item: 8.4.1 Purpose: For Assurance

Section below to be completed following SOD/CMT review	
Date Reviewed: Decision:	

Local Delivery Plan - HEAT Standard Performance Assessment Q4 2024/25

WI Balanced Scorecard Indicator: Executive Lead:

92a: New OP: maximum 12 weeks from referral (excluded from TTG)

Lachlan MacPherson

Hospital Manager

Ronnie Murray

HEAT Target: Responsible Officer:

95% of patients to wait no longer than 12 weeks from referral (all sources) to a first outpatient appointment

Planning & Performance Manager

Trajectory Performance to date:

Supporting Analysis (where available):

<u>Qtr.</u> Ending	Actual	Planned Value against 12 week target	Deviation (%) against 12 week target
Jun-24	63.5%	95%	-33.14%
Sep-24	65.2%	95%	-31.34%
Dec-24	70.0%	95%	-26.32%
Mar-25	74.1%	95%	-22.00%

Month	Patients Seen within
<u>Ending</u>	<u>12wks</u>
Jan-25	827 of 1200
Feb-25	887 of 1221
Mar-25	924 of 1247

Last Qtr. by month

1. Performance Narrative (include key reasons for underperformance status)

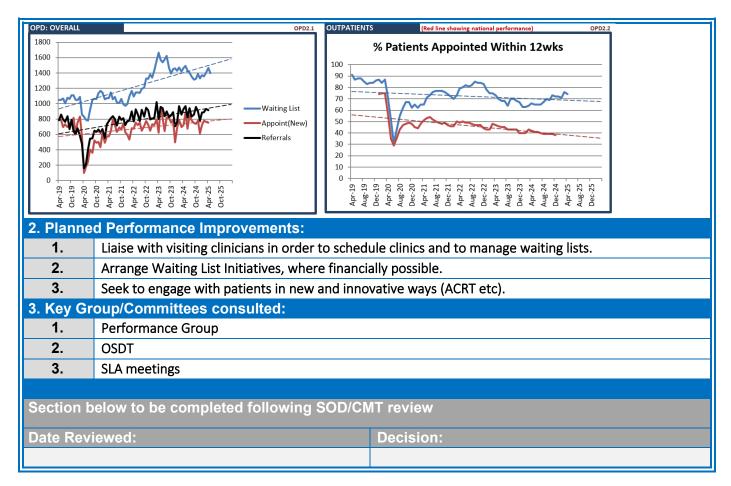
Performance remains strong despite significant logistical and other challenges with visiting services.

We hope to introduce opt-in letters in ENT to reduce the number of face-to-face appointments required.

We are experiencing problems with Urology with NHS Highland not providing a visiting service in February or March, and again in May and June. NHS Highland have advised that the visiting service will be reduced to 2 visits per month. Clarification on the terms of the visiting service SLA is being sought.

We continue to add capacity through Waiting List Initiatives as much as possible.

We hope to implement the new waiting times guidance in Aug/Sep - and this will improve our performance with patients clocks being stopped for unavailability, DNAs etc after the initial 12-wk period - currently the clock just keeps ticking regardless.



Agenda Item: 8.4.1 Purpose: For Assurance

TTG)

Local Delivery Plan - HEAT Standard Performance Assessment Q4 2024/25 WI Balanced Scorecard Indicator: **Executive Lead:** 92b: New OP: maximum 16 wks from referral (excluded from Lachlan MacPherson Hospital Manager **HEAT Target: Responsible Officer:**

100% of patients to wait no longer than 16 weeks from referral (all sources) to a first outpatient appointment

Ronnie Murray

Planning & Performance Manager

Trajectory Performance to date:

Quarter Ending	<u>Actual</u>	Planned Value against 16 week target	Deviation (%) against 16 week target
Jun-24	72.3%	100%	-27.7%
Sep-24	73.0%	100%	-27.0%
Dec-24	77.2%	100%	-22.8%
Mar-25	79.5%	100%	-20.5%

Supporting Analysis (where available):

<u>Month</u> Ending	Patients Seen within 12wks
Jan-25	77.8%
Feb-25	79.8%
Mar-25	79.5%

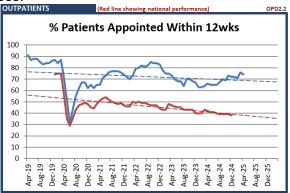
Last Qtr. by month

1. Performance Narrative (include key reasons for underperformance status)

Performance remains strong despite significant logistical and other challenges with visiting services. We hope to introduce opt-in letters in ENT to reduce the number of face-to-face appointments required. We are experiencing problems with Urology with NHS Highland not providing a visiting service in February or March, and again in May and June. NHS Highland have advised that the visiting service will be reduced to 2 visits per month. Clarification on the terms of the visiting service SLA is being sought. We continue to add capacity through Waiting List Initiatives as much as possible.

We hope to implement the new waiting times guidance in Aug/Sep - and this will improve our performance with patients clocks being stopped for unavailability, DNAs etc after the initial 12-wk period currently the clock just keeps ticking regardless.





2. Planned Performance Improvements:

- Liaise with visiting clinicians in order to schedule clinics and to manage waiting lists. 1.
- 2. Arrange Waiting List Initiatives, where financially possible.
- Seek to engage with patients in new and innovative ways (ACRT etc).

3. Key Group/Committees consulted:

- 1. **Performance Group**
- 2. **OSDT**
- **SLA** meetings

Section below to be completed following SOD/CMT rev	view
Date Reviewed:	Decision:

Agenda Item: 8.4.1 Purpose: For Assurance

Local Delivery Plan – HEAT Standard Performance Assessment Q4 2024/25

WI Balanced Scorecard Indicator: Executive Lead:

91: IP: maximum 12 week Treatment Time Guarantee Lachlan MacPherson

Hospital Manager

HEAT Target: Responsible Officer:

Once planned inpatient and day case treatment has been agreed with the patient the patient must receive that treatment within 12 weeks.

Ronnie Murray

Planning & Performance Manager

Trajectory Performance to date by Qtr end:

	 		_		
Trajec				~ ,	

Quarter	<u>Actual</u>	<u>Planned</u>	Deviation
<u>Ending</u>		<u>Value</u>	<u>%</u>
Jun-24	70.9%	100%	-29.1%
Sep-24	78.7%	100%	-21.3%
Dec-24	72.8%	100%	-27.2%
Mar-25	75.0%	100%	-25.0%

Supporting Analysis (where available):

Month Ending	Patients waiting > 12wks
Jan-25	97 of 350
Feb-25	104 of 351
Mar-25	91 of 364

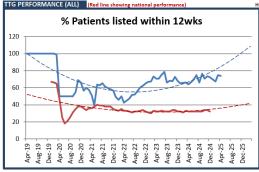
Last Qtr. by month

1. Performance Narrative (include key reasons for underperformance status)

Our TTG performance of 75% at the end of Q4 (Mar 25) remains very pleasing, particularly due to the ED refurb and the subsequent loss of day case elective activity, and increased bedding pressures which have led to the cancellation of arthroplasty procedures (Orthopaedics).

Ophthalmology is now the speciality with the highest number of patients waiting for planned surgery. There is a 3-day cataract visit next month which will reduce this number and further improve performance.





2. Planned Performance Improvements:

- 1. Weekly Theatre Scheduling meetings held to list patients appropriately.
- 2. Liaising with clinicians to ensure that waiting lists are correct.
- 3. Arrange Waiting List Initiatives where possible.

3. Key Group/Committees consulted:

- 1. Performance Group
- 2. Theatre Users Group
- 3. OSDT

Agenda Item: 8.4.1 Purpose: For Assurance

Section below to be completed following SOD/CI	MT review
Date Reviewed:	Decision:

Local Delivery Plan - HEAT Standard Performance Assessment Q4 2024/25

WI Balanced Scorecard Indicator:	Executive Lead:
129a: Dementia - Diagnosed	Frances Robertson Nurse/AHP Director & Chief Operating Officer

HEAT Target: Responsible Officer:

People newly diagnosed with dementia will be offered a minimum of one year's post-diagnostic support, coordinated by a named link worker.

Mike Huchinson Associate Director of Mental Health

Trajectory Performance to date:

Qtr Ending	<u>Actual</u> Cumulative	Cumulative Estimate	<u>Deviation</u> (%)
Jun-24	17	33	-48.5%
Sep-24	27	66	-59.2%
Dec-24	44	100	-55.8%
Mar-25	19	33	-42.4%

Qtr Ending	Qtr totals
Jun-24	17
Sep-24	10
Dec-24	17
Mar-25	19

Supporting Analysis (where available):

1. Performance Narrative (include key reasons for underperformance status)

Referrals have continued to increase and again worth noting that we continue to receive referrals at an early stage to allow early detection and enhance the life of the individuals receiving PDS support. We continue with Locum Psychiatrist cover and have maintained the continuity of the weekly MDT meetings.

People with Dementia are supported through out assessment by the same Dementia Nurse who also provides Post Diagnostic Support ensuring continuity of care through the entire patient journey. Our current Locum Psychiatrist is pro-actively working jointly with the Community Dementia Nurses to ensure timely diagnosis is confirmed and PDS can be activated at the earliest opportunity. We continue to have full time equivalent Dementia Nurse on long term sick leave.

Dementia Nurse Consultant post remains vacant but due for advertising.

2. Planned Performance Improvements:

- 1. Continuation of good working links with partner agencies to include Alzheimer's Scotland, local care homes and joint working within the extended community Nursing Team's
- 2. Dementia Nursing team are involved in discussions regarding the Read-Out dementia biomarkers research project, which is being led by Dr Russ, Via the University of Oxford, this will promote early detection and enhance good clinical practice. Currently at early stage. WI Health Board have been identified for this via Alzheimer's Research UK(funded)
- 3. Training of dementia Team as and when required, also providing bespoke training within local care Ongoing homes in relation to stress and distress.

3. Key Group/Committees consulted:

- 1. Alzheimer's Scotland
- 2. Mental Health Operational Management Meeting
- 3. GP Subcommittees as and when required.

Section below to be completed following SOD/CMT revi	ew
Date Reviewed:	Decision:

Balanced S	Scorecard Indic	cator:		Executive Lead:	
: 18 weeks F erapies	Referral to Treat	ment for Psyc	hological	Frances Robertson Nurse/AHP Director & Officer	& Chief Operating
AT Target:				Responsible Officer	:
% of Psycho thin 18 week	ological Therapie s of referral.	es patients to s	start treatment	Mike Huchinson Associate Director of Learning Disabilities	Mental Health &
ajectory Pe	rformance to da	ate:		Supporting Analysis available):	s (where
Quarter Ending	<u>Actual</u>	<u>Planned</u> <u>Value</u>	Deviation (%)	Quarter Ending	Patients Seen within 18wks
Jun-24	85.5%	90%	-5.1%	Jun-24	47 of 55
Sep-24	78.0%	90%	-13.4%	Sep-24	46 of 59
•				D 04	46 of 54
Dec-24	85.2%	90%	-5.3%	Dec-24	40 01 34
Dec-24 Mar-25	85.2% 68.8%	90% 90%	-5.3% -23.6%	Mar-25	44 of 64
Mar-25	68.8%	90%	-23.6%		
Mar-25 Performance only recruensultant psid children service of the control of t	68.8% ce Narrative (included to the print ychologist postervices NHS Warformance Important years) rformance Important years of the print ychologist postervices NHS Warformance Important years of the print years of the pr	90% clude key reaction point on 5/6/25. He will be considered to the constant of the constant	-23.6% sons for underpologist post 3 we lowever, due to set in full the 18 vectory tool and r	Mar-25 performance status) eks ago and we are ininsufficient PT capaci	44 of 64 terviewing for the ty across adult will incorporate
Mar-25 Performance only recruinsultant psid children service of the control of t	68.8% ce Narrative (included to the print ychologist postervices NHS Warformance Important years) rformance Important years of the print ychologist postervices NHS Warformance Important years of the print years of the pr	90% clude key reaction point on 5/6/25. He will be considered to the constant of the constant	-23.6% sons for underpologist post 3 we lowever, due to set in full the 18 vectory tool and r	Mar-25 performance status) eks ago and we are in insufficient PT capaci week target.	44 of 64 terviewing for the ty across adult will incorporate
Mar-25 Performance only recruensultant psid children services Planned Pe Working DCAQ in	68.8% ce Narrative (included to the print ychologist postervices NHS Warformance Important years) rformance Important years of the print ychologist postervices NHS Warformance Important years of the print years of the pr	90% clude key reaction psychot on 5/6/25. He will identification in the control of the control	-23.6% sons for underpologist post 3 we lowever, due to set in full the 18 vectory tool and r	Mar-25 performance status) eks ago and we are in insufficient PT capaci week target.	44 of 64 terviewing for the ty across adult will incorporate
Performance only recruensultant psid children s Planned Pe Working DCAQ ir Key Group/	68.8% Se Narrative (included to the print ychologist possible print ychologist possible print ychologist pri	90% clude key reaction psychot on 5/6/25. He will identification in the control of the control	-23.6% sons for underpologist post 3 we lowever, due to set in full the 18 vectory tool and r	Mar-25 performance status) eks ago and we are in insufficient PT capaci week target.	44 of 64 terviewing for the ty across adult will incorporate
Performance only recruinsultant psid children services Working DCAQ in the Marking CAQ in	68.8% Se Narrative (included to the print ychologist possible print ychologist possible print ychologist pri	90% clude key reaction psychot on 5/6/25. He will identification in the control of the control	-23.6% sons for underpologist post 3 we lowever, due to set in full the 18 vectory tool and r	Mar-25 performance status) eks ago and we are in insufficient PT capaci week target.	44 of 64 terviewing for the ty across adult will incorporate

Agenda Item: 8.4.1 Purpose: For Assurance

Local Delivery Plan – HEAT Standard Performance Assessment Q4 2024/25

WI Balanced Scorecard Indicator:	Executive Lead:
OZ Cialmana Abanna Data	Diama Mandanald

27 Sickness Absence Rate Diane Macdonald HR Manager

HEAT Target: Responsible Officer:

Target Standard is 4% sickness absence level Christine Kennedy

Employee & Relations Officer

Trajectory Performance to date:

Supporting Analysis (where available):

Month Ending	<u>Actual</u>	<u>Planned</u> <u>Value</u>	<u>Deviation</u> (%)
Jun-24	7.6	4.0	90.0%
Sep-24	5.13	4.0	28.3%
Dec-24	5.60	4.0	40.0%
Mar-25	5.55	4.0	38.8%

Month Ending	Lost Hors
Jan-25	9053.08
Feb-25	8101.26
Mar-25	8230.11

1. Performance Narrative (include key reasons for underperformance status)

There was a slight rise in absence during the winter months but early signs are that this is reducing with a reduction to 5.55% in March.

National data shows that NHS Western Isles has the 3rd lowest rate of absence of all territorial boards for the period 1st February 2024 to January 2025.

Employee Relations Officer's and Occupational Health continue to work closely to monitor absence and ensure all absences are being managed. A monthly meeting is held to analyse absence and follow up with managers on any absences that are not being managed appropriately.

Performance review of senior managers includes management of sickness absence. Increased data analysis of sickness absence by roster area is being reported to the Strategic Workforce Group and Corporate Management Team

The Director of HR and Workforce Development has met with managers for areas with the highest absence to ensure all possible actions are in place and that policy is being consistently applied. There is a high level of assurance that the attendance management process is being applied consistently to staff who have met triggers.

Agenda Item: 8.4.1 Purpose: For Assurance

Managers who have input 'unknown' reasons for absence have been contacted with an instruction to input an absence category.

All managers have been invited to training on attendance management to ensure consistent application of policy and procedure across the organisation.

Staff communications on attendance management have been issued to highlight manager and employee responsibilities in the process.

2	Ρ	lanne	d	Perf	formance	Improvement	s:
_	-						_

- 1. All are being actively managed and employees supported appropriately with HR and OH working closely to monitor absences and ensure all absences are being managed in line with OfS policy. This is a continual process.
- 2. Along with ongoing training on attendance management to managers, staff communications have been issued to highlight both manager and employee responsibilities in the process.
- **3.** The Wellbeing Group have agreed a Wellbeing Strategy and Action Plan which has a focus on mental wellbeing.

3. Key Group/Committees consulted:

- **1.** Staff Governance
- **2.** Partnership Forum (APF)
- 3. CMT/OSDT

Section below to be completed following SOD/CMT review Date Reviewed:

Decision:

nte Nevieweu.

Hospital Performance Section

3. Western Isles Hospital

A&EFigure 1 - No. A&E Attendances

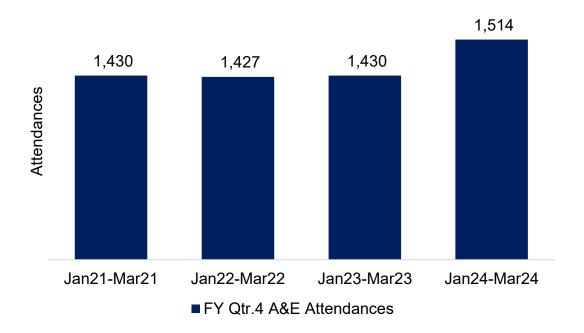
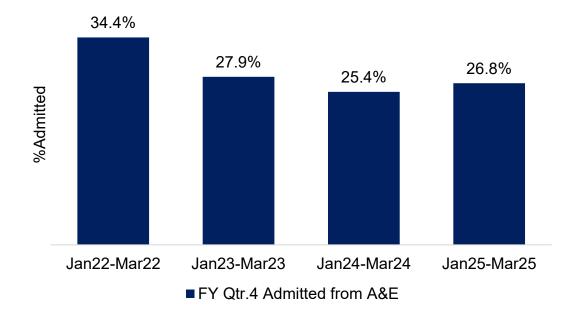


Figure 2 - % Attendances admitted



Agenda Item: 8.4.1 Purpose: For Assurance

Table 2 - Outcome for WIH A&E Attendances

Disposition Description - (Jan-Mar)	2022	2023	2024	2025
Discharged With no follow up	36%	45%	43%	41%
Admitted	34%	28%	26%	27%
Discharged With referral	17%	17%	18%	18%
Discharged With follow up by primary team	9%	7%	9%	9%

Over 95% of attendances are included in these 4 descriptions

Table 3 - Referrals from WIH A&E Attendances

Referral from ED - (Jan-Mar)	2022	2023	2024	2025
No Follow Up Required	58%	66%	63%	61%
Other clinic	9%	13%	14%	12%
GP	14%	9%	10%	12%
A&E Clinic	5%	4%	4%	4%
Other	5%	1%	2%	2%
Other Healthcare professional/ service or organisation	1%	1%	1%	2%
Fracture clinic	2%	1%	2%	1%
Practice nurse	2%	2%	2%	1%

Over 95% of attendances are included in these 8 descriptions Excludes patients that had an outcome of Admission

Table 4 - Flow of WIH A&E Attendances

Flow Type - (Jan-Mar)	2022	2023	2024	2025
Flow 1 (Minor Injury & Illness)	62%	68%	71%	70%
Flow 2 (Acute assessment)	3%	2%	2%	0.2%
Flow 3 (Medical Admissions)	25%	21%	19%	20%
Flow 4 (Surgical Admissions)	10%	7%	6%	7%
Flow 5 (Out of hospital Care)	1%	2%	2%	3%

Inpatient and Day Case Activity

Figure 3 - Inpatient and Day Case Activity (Episodes)

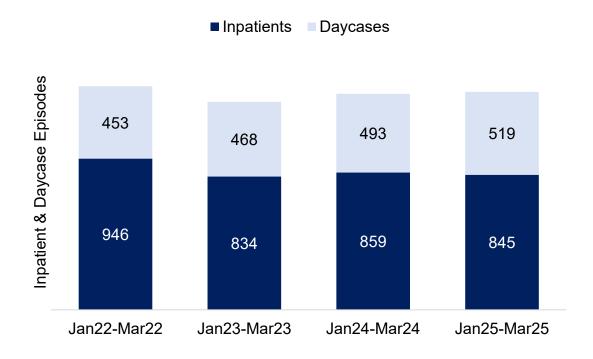
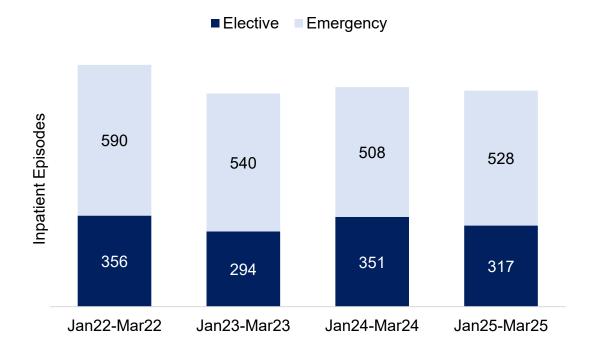


Figure 4 - Inpatient Activity by Type



Agenda Item: 8.4.1 Purpose: For Assurance

Inpatient and Day Case – specialty breakdown

Table 5 - Western Isles Hospital only - all specialties excluding Obstetrics and Psychiatry

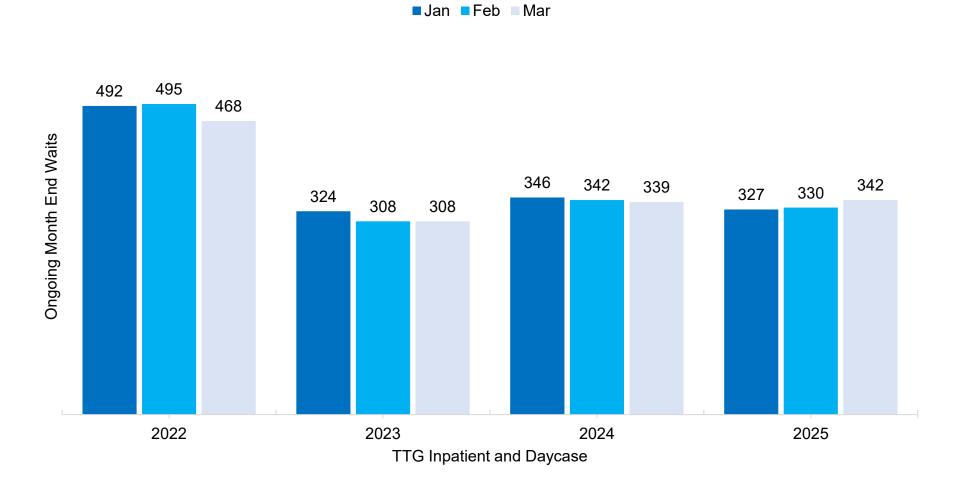
W107H ONLY			Inpatients					Daycase			IP & DC
Specialty	Jan22- Mar22	Jan23- Mar23	Jan24- Mar24	Jan25- Mar25	IP TOTAL	Jan22- Mar22	Jan23- Mar23	Jan24- Mar24	Jan25- Mar25	DC TOTAL	TOTAL
General Medicine	622	503	576	519	2220	0	1	1	3	5	2225
General Surgery	164	157	127	150	598	267	320	295	304	1186	1784
Trauma and Orthopaedic Surgery	98	106	111	130	445	61	48	50	34	193	638
Ophthalmology	0	0	0	2	2	60	64	91	114	329	331
Paediatrics	45	56	30	32	163	0	1	0	0	1	164
Gynaecology	15	11	15	12	53	11	15	22	28	76	129
Urology	0	0	0	0	0	45	14	26	28	113	113
Oral and Maxillofacial Surgery	2	0	0	0	2	9	5	8	8	30	32
Anaesthetics	0	1	0	0	1	0	0	0	0	0	1
Obstetrics & Gynaecology	0	0	0	1	1	0	0	0	0	0	1
Total	946	834	859	846	3485	453	468	493	519	1933	5418

Agenda Item: 8.4.1 Purpose: For Assurance

Number IP/DC on Waiting List

Note: *Acute and medical specialties only, also as appointment locations are not determined until they are scheduled, the waiting list is not split by island.

Figure 5 - TTG Inpatients and Daycases waiting list sizes

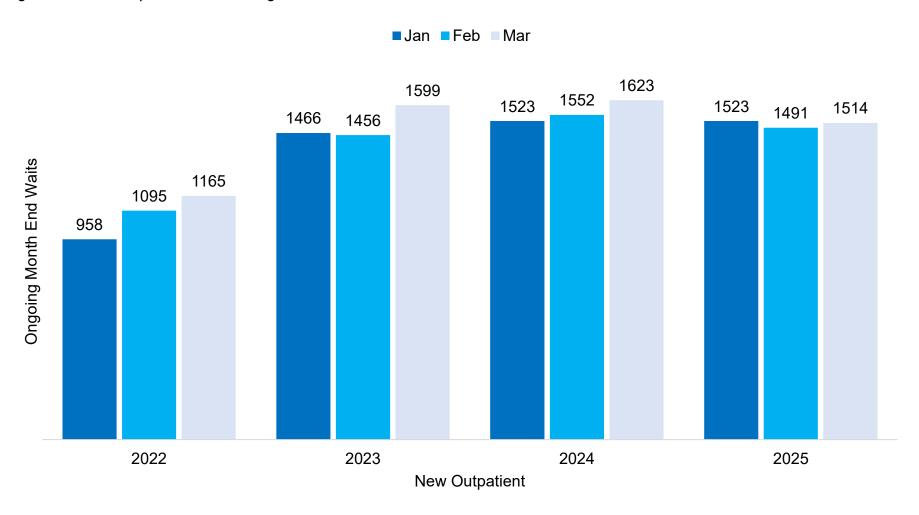


Agenda Item: 8.4.1 Purpose: For Assurance

Number of New Outpatients on Waiting List

Note: *Acute and medical specialties only, also as appointment locations are not determined until they are scheduled, the waiting list is not split by island.

Figure 6 - New Outpatients on Waiting List



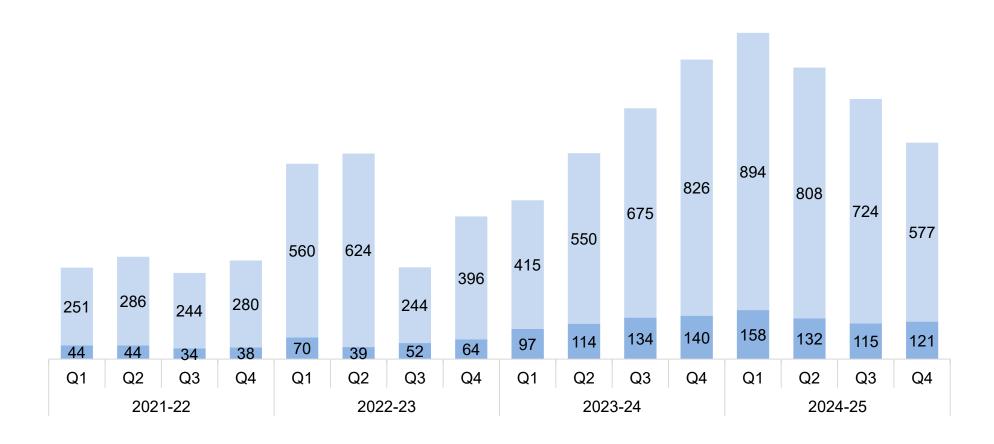
Agenda Item: 8.4.1 Purpose: For Assurance

Hospital at Home Admissions

Note: Includes admissions with LOS - some of these are CCE daycases under General Surgery but there are additional General Medicine and Orthopaedic patients too. 140 episodes with LOS = 0

Figure 7 - Hospital at Home Admissions





Agenda Item: 8.4.1 Purpose: For Assurance

8 Key Tests

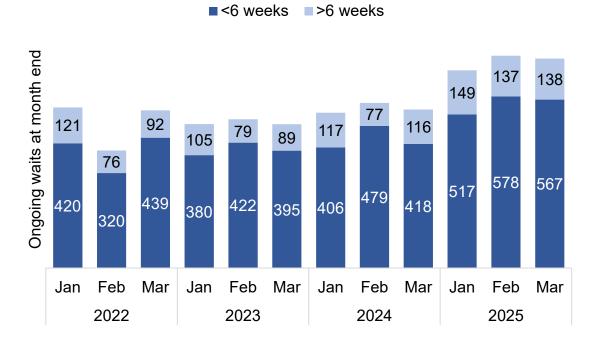
Endoscopy: Upper Endoscopy, Lower Endoscopy (excluding Colonoscopy),

Colonoscopy, Cystoscopy

Radiology: CT Scan, MRI Scan, Barium Studies,

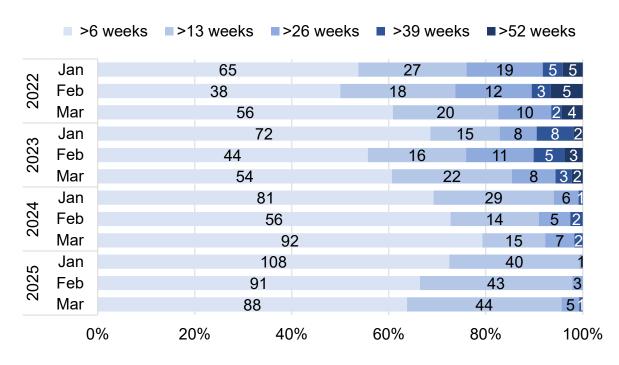
Non-obstetric ultrasound

Figure 8 - 8 Key Diagnostic Tests Waiting Times



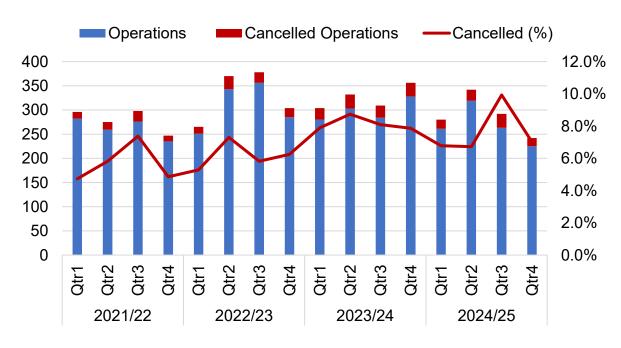
Agenda Item: 8.4.1 Purpose: For Assurance

Figure 9 - Waits exceeding 6 weeks



Theatre Utilisation

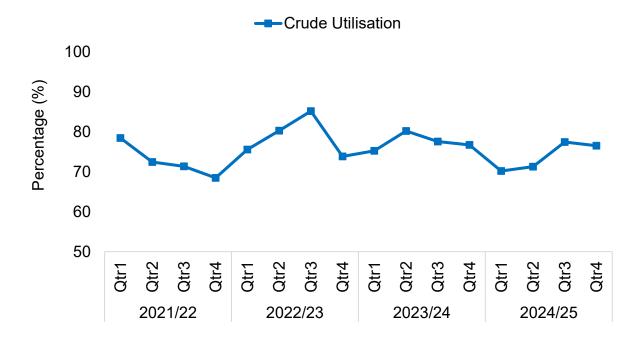
Figure 10 - Cancelled Operations



Note: Data Includes Theatre 1 and Theatre 2 Only

Agenda Item: 8.4.1 Purpose: For Assurance

Figure 11 - Theatre Utilisation (%)



Note: Crude utilization measures the efficiency of allocated working hours by comparing the planned (allocated) hours with the actual hours spent on tasks. A high crude utilization indicates that most of the assigned hours were effectively used, whereas a low value suggests inefficiencies or underutilization.

Agenda Item: 8.4.1 Purpose: For Assurance

Hospital Beds (WIH)

Table 6 - Current Bed Complement (WIH)

Wards	Bed complement
Medical 1	8
Medical 2	22
Surgical Ward	18
HDU	4
APU	5
Maternity Ward	6
Children	3
WIH	66
*WIH (Acute)	52

^{*}Acute beds include Medical 1, Medical 2, Surgical & HDU

Table 7 - Percentage Occupancy Wards %

Wards	% Occupancy based on bed complement	% Occupancy based on staffed beds
Medical 1	**110.4%	97.1%
Medical 2	**113.9%	98%
Surgical Ward	86.2%	84.4%
APU	78.7%	78.7%
HDU	64.4%	64.3%
Children	35.6%	35.6%
Maternity Ward	24.3%	24.3%
WIH	88.6%	82.2%
WIH (*Acute)	100.0%	91.1%

^{*}Acute beds include Medical 1, Medical 2, Surgical & HDU

^{**} Where occupancy exceeds 100% this means the bed compliment for that ward has been exceeded however contingency beds come into use and so staffed beds never exceeds 100%

Figure 12 - Occupied Bed Days & Percentage Occupancy (All Beds)

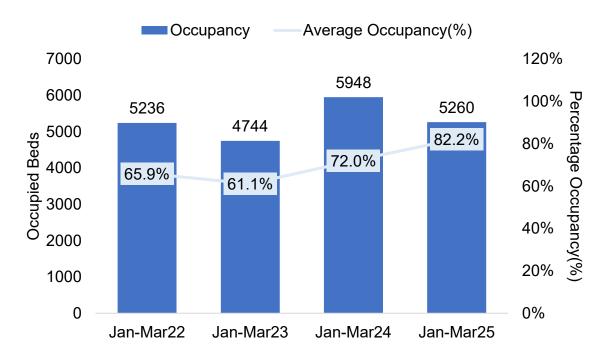
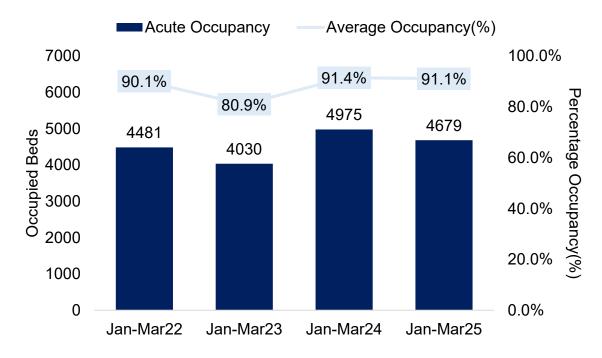


Figure 13 - Occupied Bed Days & Percentage Occupancy (Acute Beds Only)



Note: Acute Beds - include Medical 1, Medical 2, Surgical & HDU

Figure 14 - Number of Episodes and Average Length of Stay(ALOS)

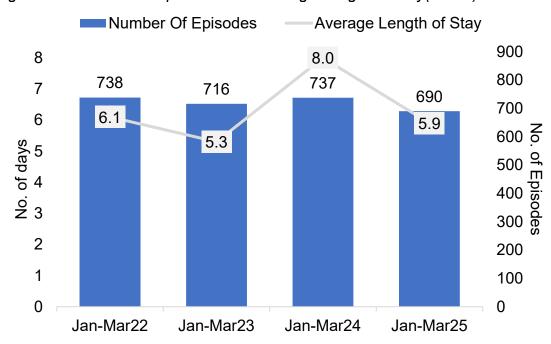
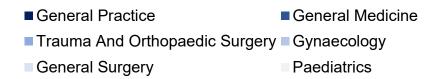


Figure 15 - Average Length of Stay by Speciality



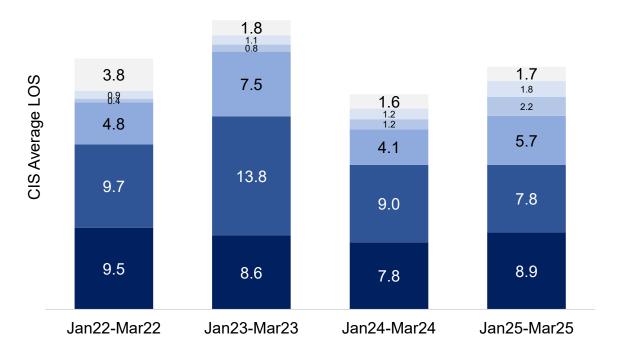


Table 8 - Daily Occupancy Bands

	Number of days			
% Occupancy based on staffed beds	Jan to Mar 2025			
100	-			
95-99	8			
90-94	31			
85-89	19			
80-84	21			
75-79	10			
70-74	1			
65-69	-			
60-64	-			
<60	-			

Table 9 - Daily Occupancy Bands

Ward	Number of days Jan to Mar 2025
Medical 1	71
Medical 2	71
APU	37
Surgical Ward	24
HDU	14
Children	5

Outpatient Appointments

Figure 16 - New and Repeat Outpatient Appointments



Figure 17 - Outpatients Return to New Ratio

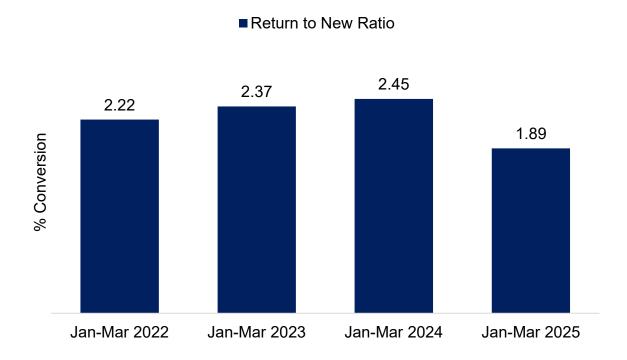


Figure 18 – Percentage Did Not Attend (% DNA)

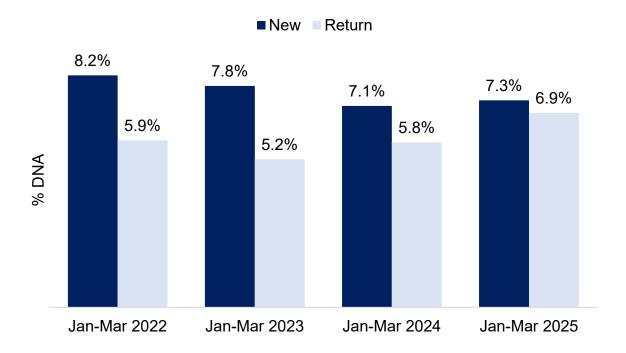


Figure 19 - Percentage Could Not Wait (CNW %)

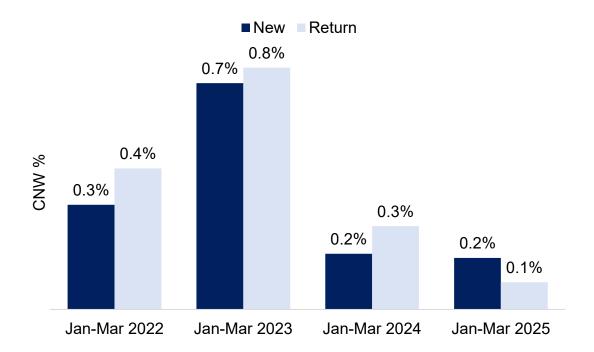


Figure 20 - Percentage Cancelled Appointments (%)

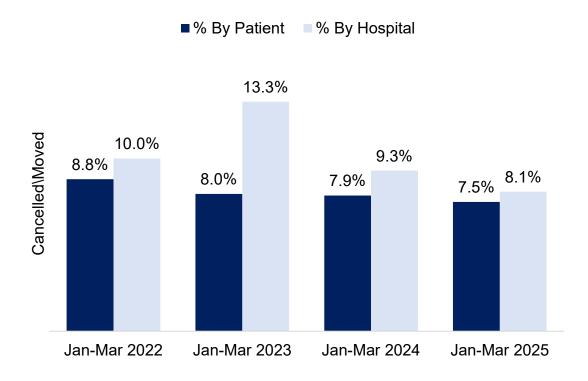


Figure 21 - Percentage Conversion to IP/DC



4. Ospadal Uibhist agus Barraigh (OUAB)

A&E OUAB

Figure 22 - No. A&E Attendances

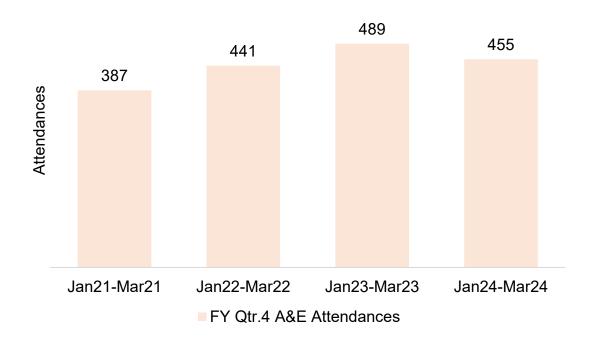


Figure 23 - % Attendances admitted

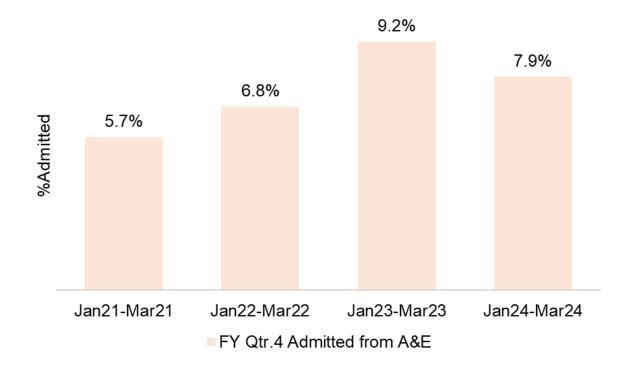


Table 10 - Outcome for OUAB A&E Attendances

Disposition Description - (Jan-Mar)	2022	2023	2024	2025
Discharged With no follow up	53%	55%	53%	52%
Discharged With follow up by primary team	22%	25%	27%	25%
Discharged With referral	17%	13%	10%	11%
Admitted	5%	7%	9%	7%

Table 11 - Referrals from OUAB A&E Attendances

Referral from ED - (Jan-Mar)	2022	2023	2024	2025
No Follow Up Required	60%	59%	58%	55%
GP	11%	16%	12%	17%
A&E Clinic	15%	13%	18%	16%
Other clinic	4%	4%	1%	3%
Other	3%	1%	2%	3%
Other Healthcare professional/ service or organisation	3%	2%	2%	2%
Physiotherapist	1%	0%	1%	1%
Community nurse	0%	1%	1%	0%

Table 12 - Referrals from OUAB A&E Attendances

Flow Type - (Jan-Mar)	2022	2023	2024	2025
Flow 1 (Minor Injury & Illness)	90%	90%	88%	90%
Flow 2 (Acute assessment)	4%	3%	3%	2%
Flow 3 (Medical Admissions)	6%	7%	9%	7%

Inpatient and Day Case Activity

Figure 24 - IP/DC Activity (episodes)

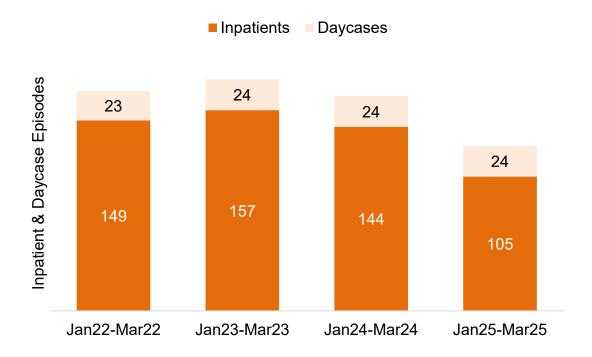
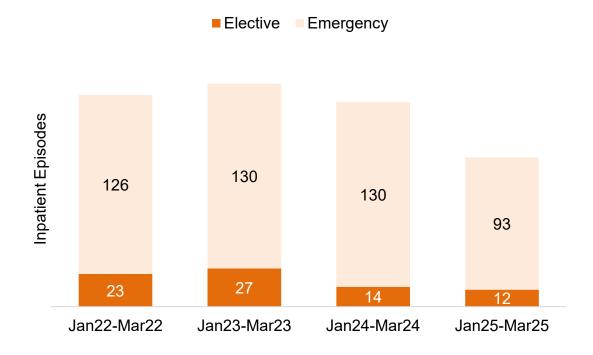


Figure 25 - Inpatients by Admission Type



Agenda Item: 8.4.1 Purpose: For Assurance

Hospital Beds (OUAB)

Table 13 - Current Bed Complement

Ward/Location	Bed Complement
Uist and Barra	16

Figure 26 - Occupied Bed Days

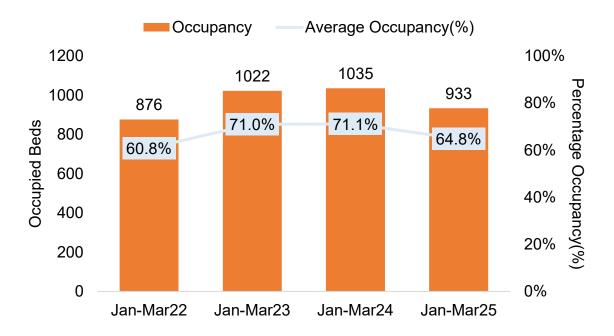


Figure 27 - Average Length of Stay

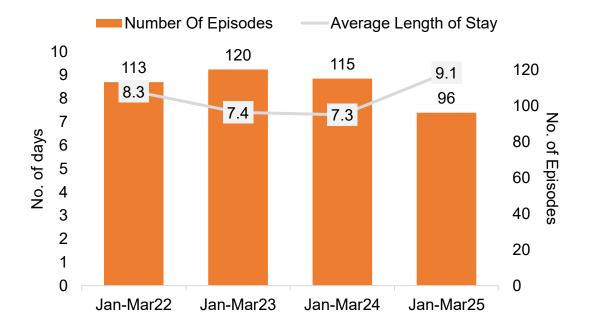


Table 14 - Daily Occupancy Bands

% Occupancy	Number of days Jan to Mar 2025
100	-
95-99	1
90-94	4
85-89	7
80-84	18
75-79	-
70-74	11
65-69	19
60-64	30
<60	-

Figure 28 - New and Repeat Outpatient attendances

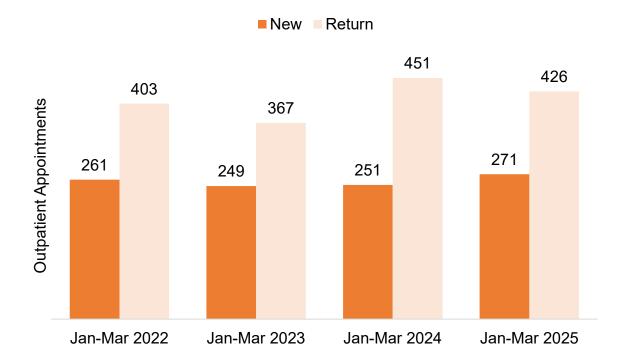


Figure 29 - Outpatient Return to New Ratio

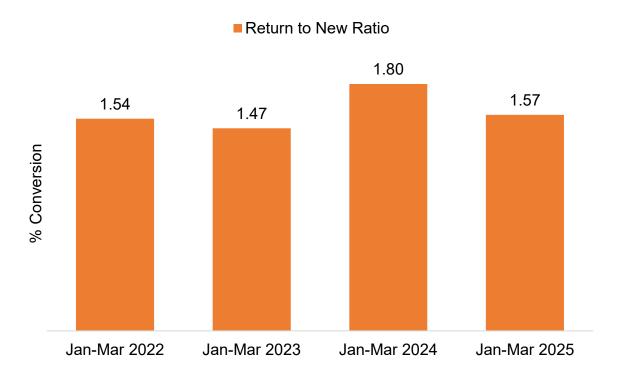


Figure 30 - Percentage Did Not Attend (% DNA)

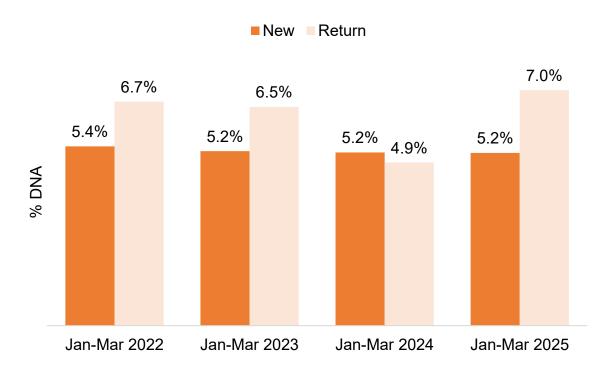


Figure 31 - Percentage Cancelled Appointments (%)

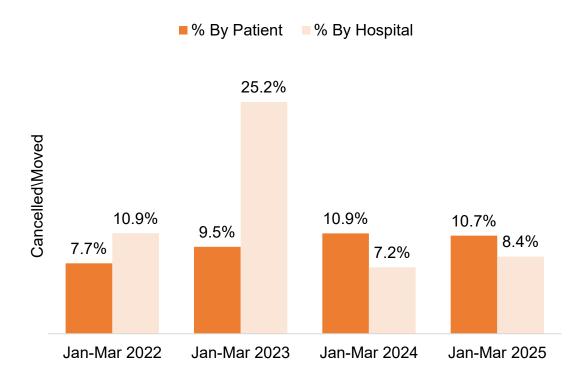
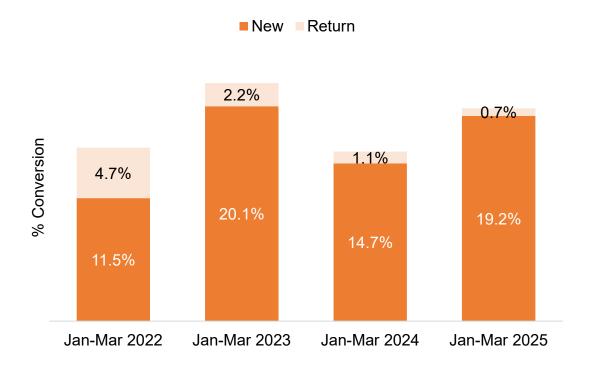


Figure 32. Percentage Conversion to IP/DC (%)



5. St. Brendan's Hospital (St. B)

Inpatient and Day Case Activity

Figure 33 - Inpatient and Day Case Activity St. B (episodes)

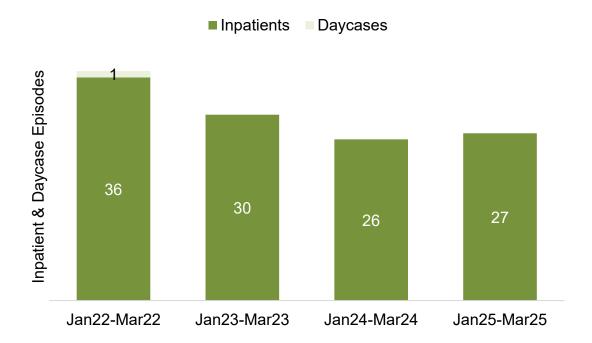


Figure 34 - St. B Inpatient Episodes by Admission Type

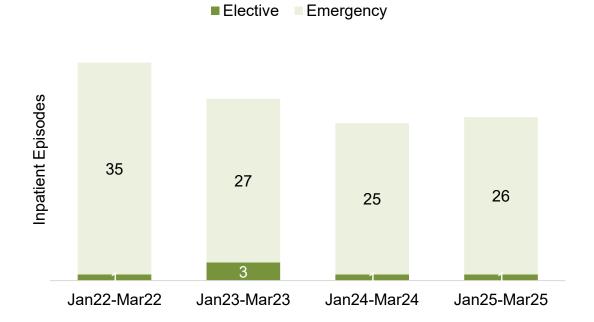


Table 15 - St. B Current Bed Complement

Ward/Location	Bed Complement
St Brendan's	3

Figure 35 - Occupied Bed Days

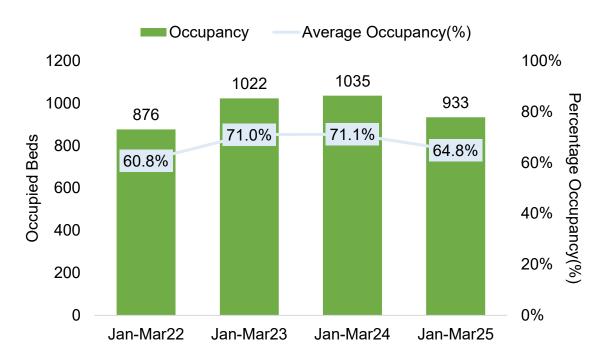


Figure 36 – Number of Episodes & Average Length of Stay

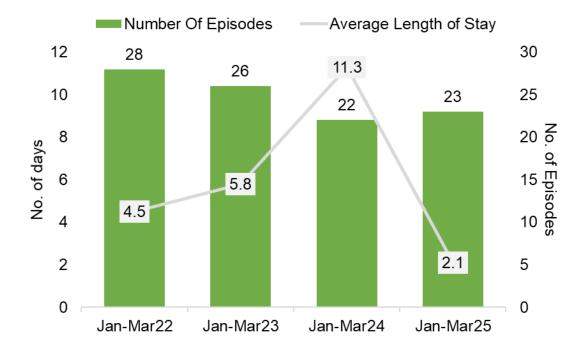


Table 16 - Daily Occupancy Bands

% Occupancy	Number of days		
	Jan to Mar 2025		
100	1		
95-99	-		
90-94	-		
85-89	-		
80-84	-		
75-79	-		
70-74	-		
65-69	13		
60-64	-		
<60	76		

6. Mainland Hospitals

Inpatient and Day Case Activity

Figure 37 - Mainland Inpatient & Daycase Episodes

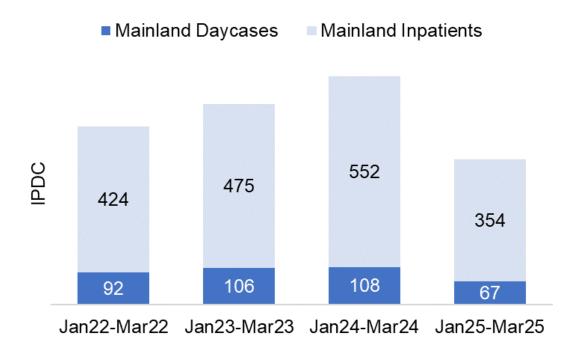


Figure 38 - Elective v Emergency Episodes

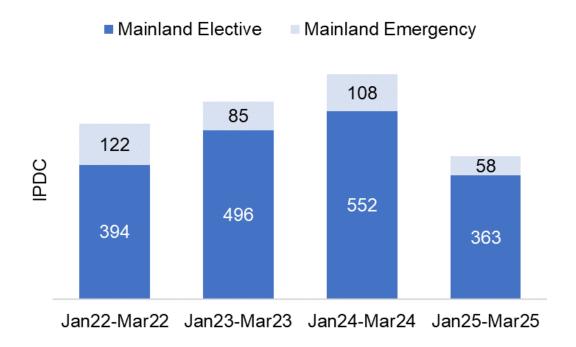


Figure 40 - Mainland Outpatients Appointments

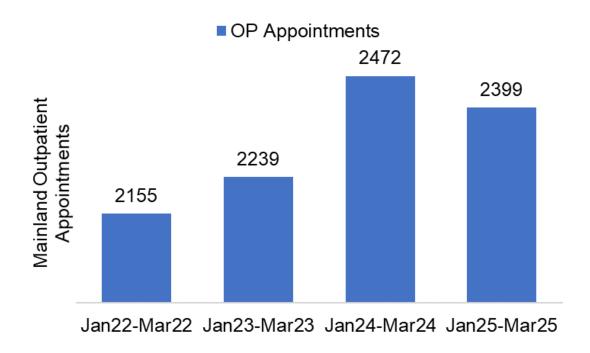


Figure 39 - Return to New Appointments Ratio

