

ICB - Board

Annual Operating Plan - Performance Report

[Date: 10 July 2024]

Introduction

The monthly ICB operating plan performance report is specifically concerned with the short term annual objectives related to the HNY ICBs Annual Operating Plan 2024/25. The report is a single part of a wider performance management framework across the ICB.

The overall framework has width and covers a wide range of aspects of performance relating to themes such as quality of care, patient experience, operating plan access metrics, public health statistics, and health prevention data. It also has depth in that any of these themes are being considered at provider, place, in some cases condition level. The framework also considers time frames in that some performance expectations are measured daily, weekly, monthly whereas others are to be reviewed annually.

- These different aspects of performance do not sit in isolation; improving access to cancer services this year, goes hand in hand with ICB mid term ambitions to increase engagement of vulnerable populations with cancer screening programmes, and reduce harm from cancer. Both support the long term aim of increasing healthy life expectancy.
- The report will demonstrate how these short term annual operating plan indicators support long term aims and ambitions of the ICB. It will describe the full list of indicators in the 2024/25 planning guidance but will focus on areas that have been identified as priorities by NHSE.
- A small number of indicators are better performance managed through other reporting mechanisms and these are identified in the report also.
- The report is supported each month with a deep dive into a theme along with Executive Director updates that will describe any escalations from sub committees.

HNY ICB Strategy, Planning and Reporting framework

| 0-15 3y & s | Our Aims | | | | | | | | | | e gap i | | | | | | | | | | | | | | |
|---|---|--|--|--------|----------|---------|---------|---------|-----------------|---------------|--|---|--|--|---|---|---|---------------------------|--|---|-----------------------|---|------------------------|--------------------------|----------------------------|
| ng term 10 irs Strategy Outcomes | Outcomes | | | | | | | | St | art W | ell, Li | ve W | /ell, | Age | e We | ell, Di | e We | ell | | | | | | | |
| Long term 10-1 years Strategy . Outcomes Framework | Ambitions | Transforming | j people's | health | n and ca | ıre exp | | | | Ŭ | he heal | Ith and | d well | bein | ng of d | childrer | n and ; | | • | ellbeing | , health a | nd care e | equity | | |
| | Big 4 health outcomes | Redu | ıcing harn | n from | cancer | | | | Cutting | g cardio | ovascula | ar dis | ease | | | | Li | ving w | ith frailty | | | Enablir | ng menta resilie | ıl health a nce | nd |
| Se | Design for the future | | | | | | | | | | | В | luepr | int | | | | | | | · | | | | |
| ars verablo | Leading for | | Excellence | | | | | | | | | | ı | Prev | entic | n | | | | | Su | stainabi | lity | | |
| Medium term 2-5 years Forward Plan & Delivera Big 4 in the outcomes framework | Drivers | , | Delivery Digital & Data Empowerin Collaborativ | | | | | | | | Enabling Relationship with Population Place | | | | | Sustainable Estate | | | | Outcom | | | | | |
| ium ter vard Pla | Voice at the heart | | | | Putt | ing the | e views | s and e | • | | the diverse communities at the forefront of our an influential system voice to policy makers | | | | | | transfor | mation a | agenda | | | | | | |
| Medium term 2-5 years Joint Forward Plan & Deliverables Big 4 in the outcomes framework | Programmes of change & transformati on | Innovation, research & improvement system | Innovation, research & improvement system system No Criteria To Reside Yorkshire & Humber Care Electronic Patient Record Decision Support Artificial Intelligence Sustainable | | | | | | Cancer Alliance | Mental Health | Pathways – Long Term Conditions | CoE - Tobacco / | risk factors Cardio Vascular | Disease | Integrated Community Care | Community Care Urgent Emergency Care CoE - Frailty CoE - Palliative End of Life | | | Breakthrough including Paybill | & Agency Management | Infrastructure Plan | Estates Rationalisation | Green Plan | Clinical Productivity | Single System Formulary |
| Short term 1-2 years Operational Plan & Deliverables | Operation al Plan Targets | Deliver 70% p Increase the p Increase prop Reduce over 6 UEC 78% of p Improve Cates Improve access day booking) Improve paties Improve comm Reduce NCTF Reduce inapp Increase demen | Deliver 70% performance on cancer 62 day and 77% on FDS Increase the proportion of cancer diagnosis at stage 1 and 2 Increase proportion of outpatient first attendances to 46% Reduce over 65 week waits to 0 and improve overall waiting list size UEC 78% of patients seen within 4 hours in March 2025 Improve Category 2 ambulance response times Improve access to GP services – (Increased appointments 1% and 85% 1 day booking) | | | | | | | 5% 14 | 16. In 17. Im 18. R. Alt 19. D. 20. 75 ch 21. In 22. In M 23. AA AA AA 25. In NI 26. In th | ncrease inprove teduce i cutism levelop 5% of a heck inprove acrease in the egister teduce i cutism acrease iliCE gui acrease acreapies | dental vaccina npatier at leas II SMI e acces acces lealth c npatier % of h delines % of C | activion of activity action of the care of | ity to p uptake e for cl woments hav o Talkir ommur for 750 re for ac rension | ermity and re-pande for CYP hildren w n's Healt ng annu ng Thera hity, perin of peo dults with patients on Lipid | mic lev ith LD a in Hub al health apies atal, C ple on L LD and treated lowerin | els Ind YP LD d with | 29. Red 30. Del 31. Inc deli 32. Imp | luce age iver VWA ease wo ver WTE rove wo | reduction rking lives | otal – Incor ention, red of doctors | ne Targe duce stafi | sickness a | |

HNY ICB Strategy, Planning and Reporting framework

| 0-15 3y & s | Our Aims | | | | | | | | | _ | e gap ir Ith life e | | | | = | | _ | | | | | | |
|---|--|---|--|--------|------------------------------|------------------|--|---|-----------------|---------------|------------------------------------|------------------------------|----------------------------|------------------------------|--------------------------|---------------|---|--|--------------------------|----------------------------|-----------------------|--------------------------|----------------------------|
| ng term 10 ars Strategy Outcomes | Outcomes | | | | | | | | St | art W | ell, Live | e We | II, Ag | je We | ell, Di | e We | ell | | | | | | |
| Long term 10-1 years Strategy Outcomes Framework | Ambitions | Transforming | j people's | health | and ca | ıre exp | oeriend | | • | Ŭ | he health | and w | vellbei | ng of o | childrer | n and | | people abling wellbeing, | health a | nd care e | quity | | |
| | Big 4 health outcomes | Redu | ıcing harn | n from | cancer | | | | Cutting | g cardio | ovascular | disea | se | | | Li | ving wi | th frailty | | Enabling | g menta resilier | l health a ice | nd |
| တ္သ | Design for the future | | | | | | | | | | | Blu | eprint | | | | | | | | | | |
| ırs rerable | Leading for | | Excellence | | | | | | | | Prevention | | | | | | | Su | stainabil | ity | | | |
| Medium term 2-5 years Forward Plan & Delivers Big 4 in the outcomes framework | Drivers | ' cte(1 % letini(1 | | | | | Empowering Enabling Relationship with ollaboratives Health | | | | | vith | System workforce | state | Outcom | | | | | | | | |
| um terr ard Pla | Voice at the heart | Putting the views and | | | | | s and e | and experiences of the diverse communities Ensuring an influential system voic | | | | | | | | | | | | | | | |
| Medi Joint Forw | Medium term 2-5 years Joint Forward Plan & Deliverables Big 4 in the outcomes framework Drivers Delivery Improvement Voice at the heart Programmes of change & transformation, improvement System Criteria 10 OCTION 10 In the future Provided the formation on the following system of the f | | | | Electronic Patient Record | Decision Support | Artificial Intelligence | Sustainable Services – HAS, | Cancer Alliance | Mental Health | Pathways – Long Term Conditions | CoE – Tobacco / risk factors | Cardio Vascular Disease | Integrated Community Care | Urgent Emergency Care | CoE - Frailty | CoE – Palliative End of Life | Breakthrough including Paybill & Agency Management | Infrastructure Plan | Estates Rationalisation | Green Plan | Clinical Productivity | Single System Formulary |
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Summary Overview



Urgent and Emergency Care

A&E 4 hour waiting times - HNY Provider Total

> Apr 2024 Plan: 65.3% Actual: 70.6%



Diagnostics

Diagnostics Test waiting Times: Proportion of Patients Waiting 6+ Weeks for a Diagnostic Test - HNY Provider Total

> Apr 2024 Plan: 25.6% Actual: 26.4%



Primary Care

Proportion of Appointments in General Practice Booked and Seen Within 14 Days - HNY ICB

> Apr 2024 Plan: 85.0% Actual: 86.9%



Community

Total Number on Community services waiting list - HNY Provider Total

Apr 2024 Plan: 19097 Actual: 20478



Mental Health

Inappropriate adult acute mental health Out of Area Placement (OAP) bed days - HNY ICB

> Mar 2024 Plan: 125 Actual: 1375



Elective Care

18 Week Referral to Treatment Waiting Times - 65+ Week Waits - HNY Provider Total

> Apr 2024 Plan: 312 Actual: 242



Cancer

Cancer 62 Day Waits - All referral routes - HNY Provider Total

Apr 2024 Plan: 61.1% Actual: 61.2%



Prevention & Health Inequalities

Percentage of patients with hypertension treated to NICE guidance - HNY ICB

> Mar 2024 Plan: 77.0% Actual: 78.1%



Mental Health

Estimated diagnosis rate for people with dementia - HNY ICB

Apr 2024 Plan: 60.3% Actual: 58.4%



Mental Health

Access to NHS Talking Therapies -HNY ICB

> Apr 2024 Plan: 2698 Actual: 3205



View by Month

In line with Making Data Count recommendations, **Blue** equals achieving, **Orange** equals failing to achieve.



View by Month

| Area | Metric | National Objective | Detail | May 2023 | Jun 2023 | Jul 2023 | Aug 2023 | Sep 2023 | Oct 2023 | Nov 2023 | Dec 2023 | Jan 2024 | Feb 2024 | Mar 2024 | Apr 2024 | VAR. | ASS. |
|-------------------------------------|--|-----------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|------------|------|
| Urgent and Emergency Care | A&E 4 hour waiting times - HNY Provider Total | 78% by March 2025 | Plan Actual | 65.3% 71.0% | 67.0% 70.2% | 68.6% 70.7% | 70.7% 70.1% | 72.3% 68.1% | 73.9% 67.3% | 63.3% 68.0% | 65.7% 66.6% | 67.8% 67.2% | 69.5% 67.9% | 76.6% 69.6% | 65.3% 70.6% | | P |
| Elective Care | 18 Week Referral to Treatment Waiting Times - 65+ Week Waits - HNY Provider Total | 0 by Sept 2024 | Plan Actual | 3830 2281 | 3510 2227 | 3189 2123 | 2964 2273 | 2646 2242 | 2238 2017 | 2253 1456 | 2017 1415 | 1502 1234 | 944 908 | 350 336 | 312 242 | | |
| Diagnostics | Diagnostics Test waiting Times: Proportion of Patients Waiting 6+ Weeks for a Diagnostic Test - HNY Provider Total | 17% by March 2025 | Plan Actual | 36.5% 33.0% | 36.1% 32.0% | 35.1% 32.6% | 33.7% 35.1% | 32.0% 33.2% | 30.8% 28.4% | 29.7% 26.9% | 28.0% 29.8% | 27.8% 26.8% | 27.9% 21.3% | 27.9% 22.7% | 25.6% 26.4% | (-) | |
| Cancer | Cancer 62 Day Waits - All referral routes - HNY Provider Total | 70% by March 2025 | Plan Actual | 59.4% | 59.3% | 62.3% | 59.1% | 55.5% | 60.0% | 61.8% | 61.7% | 57.5% | 61.5% | 67.8% | 61.1% 61.2% | 9/20 | 0 |
| Primary Care | Proportion of Appointments in General Practice Booked and Seen Within 14 Days - HNY ICB | 85% | Plan Actual | 85.0% 80.9% | 85.0% 81.6% | 85.0% 82.2% | 85.0% 82.0% | 85.0% 76.5% | 85.0% 76.7% | 85.0% 81.7% | 85.0% 82.1% | 85.0% 82.8% | 85.0% 82.0% | 85.0% 81.3% | 85.0% 86.9% | | 2 |
| Prevention & Health Inequalities | Percentage of patients with hypertension treated to NICE guidance - HNY ICB | | Plan Actual | 77.0% 71.9% | 77.0% 72.7% | 77.0% 76.4% | 77.0% 73.8% | 77.0% 74.5% | 77.0% 75.4% | 77.0% 75.8% | 77.0% 76.1% | 77.0% 76.9% | 77.0% 78.0% | 77.0% 78.1% | | H> | 0 |
| Community | Total Number on Community services waiting list - HNY Provider Total | | Plan Actual | 23391 20811 | 23337 20241 | 23250 20067 | 23199 19857 | 23151 20120 | 23069 19957 | 23024 19791 | 22973 15799 | 22909 15963 | 22798 18961 | 22744 18243 | 19097 20478 | 9/2 | 0 |
| Mental Health | Estimated diagnosis rate for people with dementia - HNY ICB | | Plan Actual | 57.9% 57.5% | 57.9% 58.0% | 57.9% 58.2% | 57.9% 58.4% | 59.6% 58.6% | 59.6% 58.9% | 59.6% 59.2% | 61.4% 59.0% | 61.4% 58.7% | 61.4% 58.6% | 64.4% 58.6% | 60.3% 58.4% | H- | |
| Mental Health | Inappropriate adult acute mental health Out of Area Placement (OAP) bed days - HNY ICB | | Plan Actual | 395 1155 | 395 1230 | 395 1380 | 395 1390 | 305 1155 | 305 1005 | 305 1135 | 215 965 | 215 1085 | 215 1125 | 125 1375 | | 9/40 | |
| Mental Health | Access to NHS Talking Therapies - HNY ICB | | Plan Actual | 2998 2755 | 3298 2840 | 3012 2790 | 3156 2855 | 3012 2680 | 3270 3155 | 3270 3060 | 2824 2380 | 3386 3165 | 3078 2825 | 3078 2625 | 2698 3205 | €√.» | (L) |



Key Indicator: Waiting time in ED



How does indicator link to long term priorities:

Patients across HNY use ED services as a key way of accessing healthcare, we also know that patients from areas of high deprivation are high users of ED. Improving access to ED will therefore support all of the ICB strategic ambitions including the golden ambition of improving services for CYP.

Evidence suggests the longer patients wait in ED the worse the clinical outcome will be, and congestion in ED can lead to delays to ambulance handovers, meaning ambulances are not freed up to pick up other emergency cases, leading to further clinical risk.



Urgent Care Escalation Points

UEC 4 hour performance in April was 70.6% and represents the best performance since August 2021 with the exception of April and May 2023, and above ICB plan of 65.3%. However all performance points since September 2022 are within or below the expected control limits and show no demonstrable improvement. HUTH is driving the ICB position followed by Y&SFT. **UEC performance at HNY has been challenged by NHSE and the ICB is in national UEC Tier 2.**

- 4 hour UEC Improvement in April 2024 to achieve target set. Lowest performing Trusts were HUTH (59.6%) and Y&SFT (66.8%) though Y&SFT did meet their plan target
- **HUTH and NLAG** are showing **positive variation** in recent months, **Y&SFT is showing a worsening position**, HDFT has no significant change.
- Ambulance response time improvement for both YAS and EMAS with YAS achieving the Category 2 standard in April 2024. Performance was 26:02, and 33:56 minutes respectively.
 HNY hospital handover performance has been singled out by YAS, EMAS and NHSE as of concern; improvement is required.

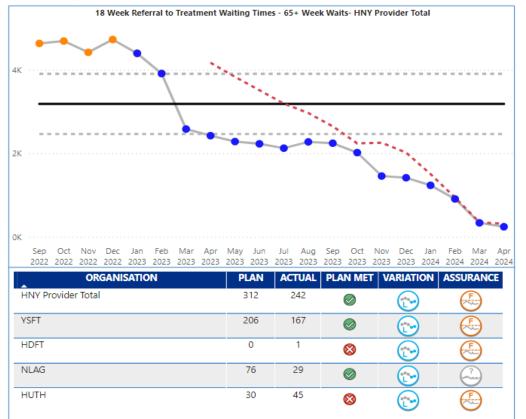
Key Actions

- Refocused attention at Exec level on UEC performance. UEC Chief Executive meeting held 19th June chaired by Stephen Eames to focus attention and call to arms to address the patient risk
- Each sub-system providing an immediate recovery plan by 13th July to address their main issues.
- HUTH re-piloting the 45 minute ambulance protocol to reduce lengthy handover delays and release crews sooner. Also reinstating trusted assessor conveyance direct to SDEC
- Integrated Care Coordination programme picking up pace joint programme between HNY and YAS – expecting to step up by October 2024 to more effectively direct ambulances to alternatives to ED
- ECIST support into York to improve Nurse in Charge and Emergency Physician in Charge roles, supporting improved flow and management in ED to reduce wait times





Key Indicator: RTT 65+ Week Waits



How does indicator link to long term priorities:

Access to planned care elective services supports primary care and urgent care as delays can lead to patients seeking alternative routes to treatment or return to primary care to raise concerns. If not managed for risk, delays to elective care can also affect patient outcomes and certainly affect patient experience, if the condition is one that worsens over time. There are also social impacts to delays that may affect patient's ability to work. Access to elective services affects all of the ICB strategic ambitions and long term aims. The ICB has made significant investment in elective care through ERF and £80m on IS capacity.

Elective Services Escalation Points

Elective waiting times **over 65 weeks continued to improve in April** (from 336 tin March to 242), and the **ICB** continues to **benchmark well in NEY** on all long wait metrics.

Performance is outside expected control limits and demonstrates **real cause variation of an improving nature**. However, the **overall waiting list size continued to grow** and will need to be addressed in 2024/25.

The **65-week position improved to 242** against a reducing target of 312; the lowest position post covid. NHSE expectation is for the backlog to clear by Sept 2024.

All providers have demonstrated significant progress, Y&SFT in particular though they still have the majority of breaches (167 of the 242). The concern in long term delivery of 65 weeks is the continued growth in the overall waiting list - growth of 3,306 since March.

Key Actions

Focus on maximising core capacity through theatre productivity and continued outpatient delivery via Chief Operating Officer group, with targeted focus on time to 1st appointment.

Validation and Mutual aid programmes and transition to business as usual.

New waiting list tool introduced across **HUTH** March 24.

Clinical networks focus on opportunities through Model Hospital.

ENT Deep Dive event 24 September.

GIRFT Tim Briggs system virtual visit 9 July. Clinical networks focus on opportunities through Model Hospital.

Theatres - Mapping of the perioperative and theatre workforce has been undertaken. Review of inpatient and day case theatre assets, and outpatient procedure space.

Eyecare System wide support to implement Cataract SPoA, business case pending.

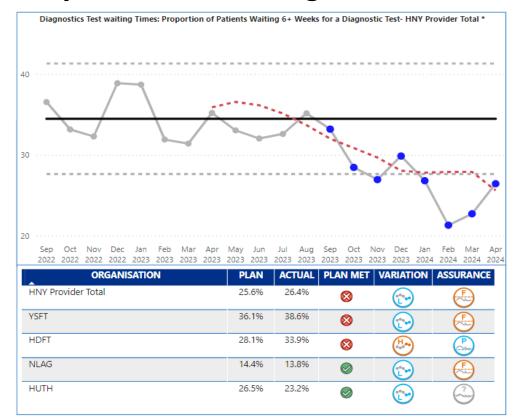
Hubs the Goole Surgical Hub Task and Finish Group has overseen and progressed objectives and actions ensuring Orthopaedics and Urology are utilising the facility.

Independent Sector working Group has reviewed the data to identify current activity within the IS, next steps are to identify differential practice, and pathway standardisation.





Key Indicator: Waiting time for tests



How does indicator link to long term priorities:

Quick access to diagnostic services supports primary care, urgent care, elective care and cancer service delivery targets. Early supported diagnosis therefore supports all of the ICB strategic ambitions.

longer waits for diagnosis can affect cancer outcomes, as well as added delay to planned care pathways. Patient experience of care can be affected by delays to diagnosis.

Diagnostics Services Escalation Points

Diagnostic **6 week performance was 26.4%** in April against a reducing plan of 25.6%; statistically performance is demonstrating **improvement over the long term**, with performance still below the lower control limit. However, to note, the **last two months have shown a deteriorating position** and will need to be monitored. **ICB remains an outlier.**

At April 24 there were 11,041 patients waiting over 6 weeks for diagnostic tests, this is an increase of 256 from March. 8,859, of the breaches were in the following modalities – CT (1,907), DEXA (1,550), Echo (1,382), Audiology (1,371), NOUS (1,363), MRI (1,286).

DEXA, **Echo and Audiology** are of particular concern as their high volumes of breaches are from smaller waiting list sizes, and the trend is deteriorating.

From a provider perspective, of the 11,041 breaches, **4,487 of the breaches are at Y&SFT**, and this is reflected in their performance of 38.6% being over 6 weeks.

Key Activities reporting (May)

- Community Diagnostic Centre (CDC) mobile activity continues to support Y&SFT, NLaG & HUTH at St Hughes, Castle Hill, Wilberforce Health Centre and Bridlington. Spoke sites; Ripon, Selby, ERCH and Askham Bar are live and delivering activity. Capital works are continuing across the CDC Hub and Spokes sites (Scarborough, Scunthorpe, Grimsby and Hull & ER) (See report)
- Endoscopy clinical network established; Key priorities agreed. Appointment of a Strategic Lead. 5 year workforce plan has commenced, ERCP Steering group established. First productivity outputs shared identifying significant improvement opportunities.
- Imaging Network launch completed with large stakeholder engagement across the system.
 Key priorities agreed. Clinical Governance commenced across all modalities to identify
 opportunities of standardisation and share best practice. A review has been undertaken of
 the DDCP priorities. Review of AI Project undertaken with encouraging discussions with
 national and regional teams to reprioritise scope and focus on Fracture detection in ED at
 Y&SFT to support winter pressures. 5 year workforce plan has commenced. First
 productivity outputs for reporting turnaround times shared identifying significant
 improvement opportunities. Sharing best practice commenced as a result.



Cancer

Key Indicator: 62 day waits



How does indicator link to long term priorities:

Quick access to cancer diagnostic and treatment supports all of the ICB strategic ambitions, in particular reducing harm from cancer, and long term improvement in Healthy Life Expectancy.

longer waits for treatment can affect cancer outcomes, and overall patient experience of care. NHSE will be scrutinising performance in this indicator and it forms part of the NHSE Oversight Framework and Tiering process. Delivery is supported by the Cancer Alliance.

Cancer Services Escalation Points

Cancer services focussed on reducing the 63+ day wait patients in 2023/24. In 2024/25, the priority is to deliver a 70% performance on the **62 day cancer wait time** target. **April** performance was **61.2**% against a plan of **61.1**%.

Although March performance was high, there is statistically no change over the last 18 months in waiting time performance, other than **Y&SFT which is demonstrating improvement**.

NLAG and HUTH at 48.8% and 56.4% are of concern in NEY (NLAG lowest in NEY and HUTH 3rd lowest).

The ICB as a whole, and HUTH, NLAG and York and Scarborough as individual providers, are in NHSE Tier 1 category for Cancer.

Key Actions

- Deep dive into NSO and 62 day performance at System Tier meeting, with assurance that the HNY NSO programme is focussed on the right areas (workforce, standardisation, digital and understanding capacity and demand)
- HNY CA Senior Leaders Forum workshop on Histopathology including issues and risks and what can be done to manage exponential rise in activity without workforce growth to match. HNY CA to continue work on MDT streamlining.
- HNY Innovation Bid process is now closed, with over 48 applications (£1m value) these are now being evaluated with successful applicants notified in July.
- Continued work with LMC and Place colleagues on LGI pathway and improving FiT with LGI urgent suspected cancer referrals, particularly on the Southbank. Article to be published next citing the case for change.

Following release of HNY CA Funding Agreement at the end of June, SLAs will be circulated to all stakeholders in July so local transformational projects can commence





Key Indicator: Booked within 14 days

| Place | Measure | Same Day | Next day | 2-7 Days | 8-14 Days | Over 14 days | Totals | Proportion within 14 days |
|--------------------------|---------------------|----------|----------|----------|-----------|--------------|---------|---------------------------|
| East Riding of Yorkshire | Activity | 57,368 | 5,199 | 10,765 | 6,695 | 4,999 | 85,026 | 94.1% |
| East Nullig of Torkshile | Percentage oftotal | 67.5% | 6.1% | 12.7% | 7.9% | 5.9% | 100.0% | 94.170 |
| Hull | Activity | 30,821 | 3,612 | 10,370 | 7,153 | 10,148 | 62,104 | 83.7% |
| пин | Percentage of total | 49.6% | 5.8% | 16.7% | 11.5% | 16.3% | 100.0% | 83.770 |
| North Fast Lincolnshire | Activity | 38,758 | 4,457 | 9,287 | 4,757 | 5,692 | 62,951 | 91.0% |
| North East Lincolnshire | Percentage of total | 61.6% | 7.1% | 14.8% | 7.6% | 9.0% | 100.0% | 91.070 |
| North Lincolnshire | Activity | 28,127 | 3,965 | 8,094 | 5,803 | 7,487 | 53,476 | 86.0% |
| North Lincomshire | Percentage of total | 52.6% | 7.4% | 15.1% | 10.9% | 14.0% | 100.0% | 80.070 |
| York | Activity | 33,725 | 5,384 | 14,031 | 7,399 | 6,710 | 67,249 | 90.0% |
| IOIK | Percentage oftotal | 50.1% | 8.0% | 20.9% | 11.0% | 10.0% | 100.0% | 90.0% |
| North Yorkshire | Activity | 91,641 | 14,889 | 31,159 | 23,358 | 33,750 | 194,797 | 82.7% |
| NOTIN YORKSHI'E | Percentage oftotal | 47.0% | 7.6% | 16.0% | 12.0% | 17.3% | 100.0% | 82.7% |
| HNYICB | Activity | 280,440 | 37,506 | 83,706 | 55,165 | 68,786 | 525,603 | 86.9% |
| DINTICB | Percentage of total | 53.4% | 7.1% | 15.9% | 10.5% | 13.1% | 100.0% | 80.9% |

How does indicator link to long term priorities:

Primary care is singularly, the most used service in healthcare and is the entry point for many other services. It is therefore key to all of the ICB strategic ambitions, and long term aims.

Actual Inability or perceived inability to access primary care (and dental services) can lead to patients either incorrectly using emergency services, adding pressure there, or reluctance to engage with healthcare at early stages of symptoms. Patient experience and outcome can be affected by these delays which is why improved access to primary care is vital.

Primary Care Escalation Points

Previous reports had shown performance below the 85% target for 14 day booking, even though practices had delivered increased appointments. The Board had been reassured that performance would improve in April, when new system data and reporting would come on line. **HNY April performance has delivered 86.9% against the 85% target.**

Performance differs by place; **East Riding 94.1%**, NE Lincs 91%, Vale of York 90%, North Lincs 86%, Hull 83.2%, **North Yorks 82.7%**. All places are delivering except Hull and North Yorks.

Primary care met the April target for appointments delivered. The majority of the last 6 months delivery have all been at or above the upper control limit.

Expectations in the operating plan are to recover **dental levels of provision** to pre pandemic levels. April saw a slight reduction from March but statistically numbers have fluctuated between 70-98% over the last 18 months with **no consistent trend**.

Key Actions

Confirmation from National Team that GP systems have been updated to allow exception reporting excluding patients who choose to book an appointment outside the 2 week period.

In addition to appointments reported through the GPAD system the ICB has commissioned additional capacity through Winter monies and the Extended Access DES.

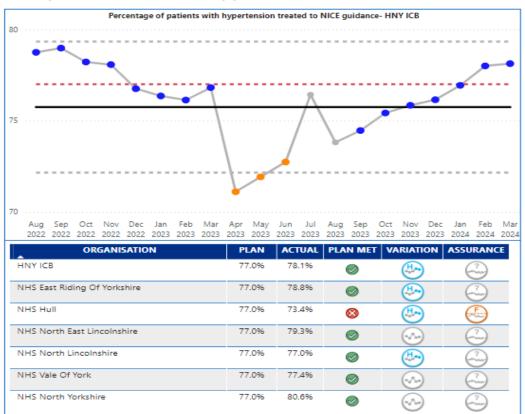
It has been agreed with NHSE that we should be using GPAD as a data source for this indicator and confine the reporting to certain types of appointment rather than the full list.

Investment has been initiated to increase access to Dental Services through increased urgent access sessions, orthodontic appointments and waiting list initiatives. Flexible Commissioning initiatives are under review in order to develop robust and consistent methods for reporting on delivered activity. Procurements concluded with 3 new contracts due to mobilise in 2024 which will lead to improved access and use of commissioned UDAs. Alternative approaches for Bridlington are being planned. These new services will account for up to 84,777 UDAs.

In an effort to stabilise practices who may be struggling, the ICB is committed to working with providers to offer temporary reductions in their UDA delivery and to review their tariffs.



Key Indicator: % Hypertension NICE Guidelines



How does indicator link to long term priorities:

Improved the % of patients with hypertension being treated following NICE Guidelines supports several strategic ambitions and outcomes such ascutting CVD; and enabling wellbeing health and care equity. It also has a direct link to the long term ambition of improving healthy life expectancy.

1 in 3 adults has hypertension, which in turn can lead to heart disease, stroke and kidney disease, it is also linked to deprivation, and socioeconomic factors can be markers. This suggests that improving the care and treatment and prevention of hypertension could reduce the gap in healthy life as well..

Prevention and Health Inequalities



Prevention Escalation Points

March 2024 performance was 78.1% against a target of 77%. The performance was showing a statistically improving position over the last year. All Places achieved their plan in March except Hull which delivered 73.4% against the same 77% target.

However, **Hull also demonstrated** special cause variation of an improving nature having dipped to 65% in April 2023 and improving to 73.4% by the year end – **but remain away from the other places.**

Key Actions

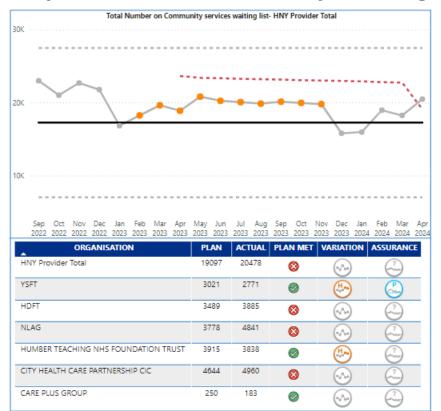
Sustained position from previous reporting period achieving this target indicator.



Community Care



Key Indicator: Community Waiting List



How does indicator link to long term priorities:

Community services play a key role in delivering several of the ICBs long term ambitions and outcomes; in particular the golden ambition to radically improve the health and wellbeing of children and young people, and outcome measure of living with frailty.

Community services are a key support to patients with long term conditions in particular, they support primary and secondary care by being an alternative provision, but also are key to future innovations in pathway redesign, of which virtual ward is an example. The structure of community services forms part of the ten priorities for 2024/25

Community Care Escalation Points

Community services achieved their year end target for waiting list size. However, April saw growth in the waiting list size to 20,478 against a reducing plan of 19,097 (the year end target is 16,694). The Key indicator going forward in 2024/25 is the reduction of long wait patients for community services, Virtual ward delivery and utilisation is in the plan to support delivery but not identified as a priority indicator.

Overall waiting list size stands at 20,478 a growth of 2,235 since March, although statistically performance **has shown no significant change** (no improvement or deterioration in the last twelve months). At a provider level; **Y&SFT has shown growth** with significant cause for concern (this is actually as a result of improved reporting from the start of the year and will now be closely monitored for new trend). Humber Teaching is also showing statistical growth. HDFT, NLaG, CHCP and Core Plus are showing no significant change.

In regard to the long wait position, the latest validated data is February 2024, which saw 264 patients over 104 weeks waiting for community services, 248 of which are at Y&SFT, the majority in Speech and Language therapies for Children and Young People.

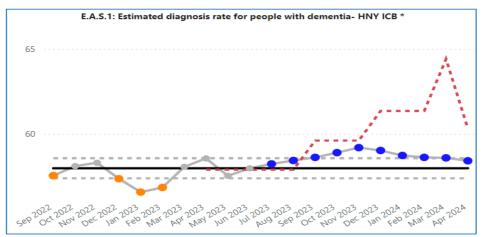
Key Actions

- Y&SFT are onboarded onto the SitRep as of March 24 and the ICB now have sight of capacity constraints within CYP SLT. HTFT CYP SLT also experiencing growth due to high demand and issues recruiting therapists.
- Discussions have taken place at the Community Collaborative Board to review options of providing mutual aid within the ICB and services are producing an internal improvement options appraisal which is due for completion July 24. Improvement plans will be reviewed and next steps for mutual aid explored ahead of this.
- Work to be undertaken to explore how providers are identifying and addressing health inequalities, particularly associated with vulnerable people and deprivation, on their community waiting lists and any relevant national best practice that can be adopted.
- Approval has been received from the Community Collaborative Board to progress the
 development of an ICB wide access policy to ensure patients are provided with equal,
 appropriate access and coherent waiting list management processes are established across the
 region. This is anticipated to be finalised Q3 24/25 with the first meeting of the project group
 expected July 24.





Key Indicator: Dementia Diagnosis Rate



| ORGANISATION | LATEST | TARGET | ACTUAL | VAR. | ASS. | PLAN MET |
|--------------------------|------------|--------|--------|-----------------|----------|----------|
| HNY ICB | April 2024 | 60.3% | 58.4% | H | | 8 |
| NHS East Riding Of Yorks | April 2024 | 59.0% | 58.4% | H •• | | 8 |
| NHS Hull | April 2024 | 72.8% | 66.6% | H | | 8 |
| NHS North East Lincolns | April 2024 | 66.0% | 61.6% | √ √. | | 8 |
| NHS North Lincolnshire | April 2024 | 55.6% | 55.7% | H | | Ø |
| NHS Vale Of York | April 2024 | 51.9% | 52.3% | (T-) | P | Ø |
| NHS North Yorkshire | April 2024 | 60.0% | 58.0% | (*) | | 8 |

How does indicator link to long term priorities:

Improving Dementia Diagnosis Rate directly supports the ICB long term ambition of Transforming people's health and care experiences and outcomes.

Earlier diagnosis of often vulnerable patient's empowers patients and their families and carers to take control of their situation, leading to better management of the disease, better time to plan and therefore an enhanced quality of life.

Dementia Escalation Points

ICB actual is **58.4%**, which is below the ICB plan target of **60.3%**. Performance since September 2023 has been above or at the upper control limit and therefore demonstrating special cause **variation of an improving nature** where performance is significantly higher. However, even with the improved performance, the ICB remains adrift from the national target of **66.7%** and planning expectation.

North Lincs and York have met their local targets, but place performance is variable; Hull 66.6%, NE Lincs 61.6%, East Riding 58.4%, North Yorks 58.0%, North Lincs 55.7%, and York 51.5%. York also has a worsening position statistically and is a national outlier.

HNY 2024/25 Operational Planning local target **will not meet the 66.7% national ambition**, the plan that has been submitted is an improving position to 62.5%.

Key Actions

Confirmation for the allocation of Sustainable Development Funding (SDF) has now been received and further work is taking place to develop additional services across the ICS. We would expect to see increased growth in activity as a result of this additional investment. Work has commenced to complete a focussed programme to cleanse GP registers and develop a toolkit to improve coding. We know that issues with coding are contributing to the current performance being reported in some of our local places. Efforts will focus primarily in York, North Yorkshire and North Lincolnshire initially.

We have assessed service specifications for memory assessment services and are developing recommendations to address variation within these pathways.

HNY is a partner ICB for the national blood biomarker scheme and are helping to lead work at a regional level on the introduction of disease modifying drugs.

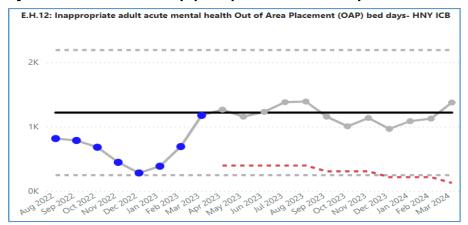
We are supporting the implementation of new neuroimaging guidance across HNY.

MAS update logs to be reviewed 6 weekly in line with dementia steering group to track demand vs capacity. Where contract reports are available these will be reviewed as an alternative.



Out of area placements

Key Indicator: Inappropriate OOA placements



| ORGANISATION | LATEST | TARGET | ACTUAL | VAR. | ASS. | PLAN MET |
|--------------------------|------------|--------|--------|------------|----------|----------|
| HNY ICB | March 2024 | 125 | 1375 | ٠,٨٠ | | 8 |
| NHS East Riding Of Yorks | March 2024 | 40 | 175 | (1) | | 8 |
| NHS Hull | March 2024 | 50 | 350 | (1) | | 8 |
| NHS North East Lincolns | March 2024 | 0 | 0 | √ √ | (| Ø |
| NHS North Lincolnshire | March 2024 | 35 | 745 | H | | 8 |
| NHS Vale Of York | March 2024 | 0 | 15 | (1) | | 8 |
| NHS North Yorkshire | March 2024 | 0 | 95 | | | 8 |

How does indicator link to long term priorities:

Reducing inappropriate out of area placements directly supports the ICB long term ambition of Transforming people's health and care experiences and outcomes.

Transporting often vulnerable patient's long distances out of area can often be poor experience and demonstrates a lack of local capacity and available services. It has also been identified as one of the ten key priorities due to financial impact of having to fund inpatient stays over and above existing contracted provision.

Mental Health OOA Escalation Points

The target for 2023/24 related to out of area bed days is being changed in 2024/25 to number of placements. For 2023/24, **the actual performance in March was 1,375 bed days against a plan of 125**. The performance has shown no significant change in the last twelve months.

There is variation at Place with **NE Lincs at 0 bed days**, and Vale of York with 15, compared to **North Lincs at 745**, and Hull at 350 - although Hull are showing a statistically improving position whereas, North Lincs is showing a deterioration.

Key Actions

Confirmation for the allocation of Sustainable Development Funding (SDF) has now been received and further work is taking place to develop additional services across the ICS. We would expect to see increased growth in activity as a result of this additional investment

The Inpatient Quality Transformation draft plan has been submitted to NHS England and has received extremely positive initial feedback, OOA placements is a key workstream within this plan. A HNY ICB workshop for inpatients quality transformation was held on the 29th April, with regional and national colleagues in attendance, as well as people with lived experience of inpatient services. The final plan will be submitted at the end of June 2024.

The OOA dashboard has now been updated with data from all providers.

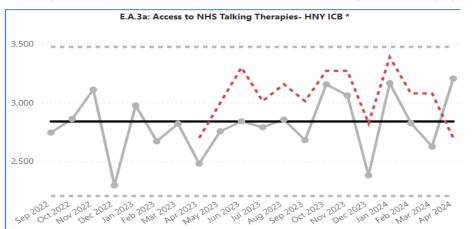
The Out of Area (OOA) Programme sits as a key element of the overall Mental Health, Learning Disability and Autism (MHLDA) Inpatient Quality and Safety Transformation Programme.

In 2024/25 we will focus on:

- Market development with the independent sector to maximise provision within the area, negotiate fair and consistent pricing and enable greater oversight of patients.
- A full review for each major bed type with the relevant stakeholders, including service users and clinical leaders to develop the vision and implementation plans to conduct real change, commencing with Rehabilitation.
- Review of Housing options to support plans it is clear that development and diversity of community provision will be a key enabler to delivering support closer to home for our populations.



Key Indicator: Access to Talking Therapy



| ORGANISATION | LATEST | TARGET | ACTUAL | VAR. | ASS. | PLAN MET |
|--------------------------|------------|--------|--------|-------------|------------|----------|
| HNY ICB | April 2024 | 2698 | 3205 | ٩٨٠) | 2 | Ø |
| NHS East Riding Of Yorks | April 2024 | 434 | 610 | H | 2 | Ø |
| NHS Hull | April 2024 | 594 | 540 | (· | 2 | 8 |
| NHS North East Lincolns | April 2024 | 365 | 355 | √ √ | (4) | 8 |
| NHS North Lincolnshire | April 2024 | 232 | 275 | ~ √~ | 2 | Ø |
| NHS Vale Of York | April 2024 | 494 | 525 | ٠,٨٠ | (4) | Ø |
| NHS North Yorkshire | April 2024 | 579 | 900 | H | ~ | Ø |

How does indicator link to long term priorities:

Improved access to Talking Therapies supports one of the ICB four big outcomes - enabling mental health resilience. This in turn supports ICB strategic ambitions and aims of improving wellbeing, health and care equity, and healthy life expectancy.

All national data and evidence suggests that mental health and wellbeing is worsening across all age groups and communities; and that poor mental health can impact on physical health. Improved access to MH services is therefore vital for the ICB to meet its long term strategic ambitions.





Talking Therapies (and CMHS) Escalation Points

ICB actual performance is 3,205 appointments against a target 2,698 which **exceeds the target**. Activity has remained within expected range since April 2021 with **no statistical trend in growth or reduction in the last three years**. Place level; East Riding, North Lincs, York, and North Yorkshire are meeting local targets. Hull and North-East Lincs are not achieving targets. **Hull is showing a worsening position**.

Current level of activity is affected by reduced referrals following the CMHS transformation. NHSE have recognised this impact and 24/25 planning metrics shift away from access targets for NHS Talking Therapies and focus on recovery and outcomes, which is an area where HNY have historically performed well.

The Community Mental Health Services (CMHS) are below plan. The published position is showing 16,995 against a plan of 19,140, however, local intelligence shows that the ICB actual is 18,785 (98% of target). East Riding and NE Lincs are meeting target. There has been a decrease in access figures over recent months, with activity at the lower end of the control limit, but overall no statistical change.

Key Actions

Confirmation for the allocation of Sustainable Development Funding (SDF) has now been received and further work is taking place to develop additional services across the ICS. We would expect to see increased growth in activity as a result of this additional investment

Primary care now have access to alternative MH input within PCNs, this has impacted upon the referrals to talking therapies.

NHSE have now published a guidance document to support improved joint working between NHS Talking Therapies and CMHS.

CMHS programme lead, exploring possible reasons for recent drop in access with providers The MH Collaborative are considering expressions of interest to NHSE for a Pilot of Mental Health 24/7 Community services closer to home for people who are experiencing significant mental health difficulties, deadline 24th May 2024. If successful, these would support more preventative work in the community and positively impact on avoidance of inpatient admission.





The Indicators described in the quadrants below form part of the annual operating plan guidance but are picked up through other reporting routes.

Finance

The following indicators are discussed at the Finance and Performance Committee, and escalated to the ICB Board via the Chief Finance Officer paper

- Deliver net system balanced position
- Reduce agency spend
- Deliver VWA activity total Income Target

Workforce

The following indicators will form part of the update to Finance and Performance Committee along with any necessary escalations to ICB Board from the Director of HR. Performance for staff sickness and retention in March is described below:

- Increase workforce retention 13.9% against target of 12.2% not achieving
- Reduce staff sickness 4.4% against target of 4.8% achieving
- Deliver WTE reduction (substantive, bank, agency)
- Improve working lives of doctors
- Provide sufficient clinical placements and apprenticeships

Prevention and Health Inequalities

The following indicators are discussed at the Population Health and Prevention Committee along with a wider number of metrics. The Board will be updated via papers agreed at certain times in the year.

- Improve vaccination uptake for CYP (WHO)
- Deliver on the Core20Plus5 approach for adults, CYP

Quality

The following indicators are discussed at the Quality Committee along with a wider number of quality metrics. Updates on the quality agenda and these three operating plan metrics will be escalated to the Board from the Quality Committee.

- Implement 3 year plan for maternity and neonates
- Develop at least one women's Health Hub
- Implement the patient safety incident response framework

The following slide gives a brief headline updates, and these will be periodically updated for this report.



Quality Cont.

Implement 3 year plan for maternity and neonates

- Currently at Year 2, Q1; improvements noted for Year 1, Q4. The LMNS have an ongoing oversight process to assess progress at each Trust as well as leading system improvement projects, acknowledging that there are two Trusts working through the Maternity Safety Support Programme and there is a lot of crossover between these and Ockenden requirements.
- Theme 1: Working with women and families; significant improvement in Maternity & Neonatal Voices Partnerships input, baby passport introduced, good progress with Perinatal Pelvic Health.
- Theme 2: Workforce development; first cohort of Midwifery Support Workers through programme, plan for workforce & equity lead progressed, QI work with bereavement midwives to establish robust teams
- Theme 3: Safety & learning culture; supporting system wide improvements from CQC/Score surveys, induction of labour project commenced, escalation and mutual aid processes in place
- Theme 4: Underpinning standards & structures; Badgernet now in place in 3/4 Trusts, Maternity Incentive Scheme trajectories agreed and scheduled,
 MBRRACE data review completed

Implement the patient safety incident response framework

- All of the larger providers have made the transition to PSIRF. Providers continue to work through their legacy serious incidents to expected timescales. TEWV in particular have made extremely positive progress in addressing their backlog.
- The Patient Safety Committee has been established and is considering the system based quality improvement initiatives that will be commissioned to address the main safety themes arising from provider patient safety priorities. The oversight framework is in development and will be presented to the PSIRF Implementation group in August 2024.
- The ICB has submitted an expression of interest to the National Team to be a pilot ICB for the development of PSIRF in GP Practices.





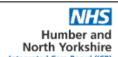
| AREA | KPI NAME & REPORTING LEVEL | LATEST DATE | TARGET | ACTUAL | VARIATION | ASSURANCE | PLAN MET |
|------------------------------|---|-------------|----------|----------|---------------|-----------|-------------|
| Urgent and Emergency Care | Ambulance Response Times CAT2 - Mean - EMAS | April 2024 | 00:30:00 | 00:33:56 | Q./.» | ? | 8 |
| Urgent and Emergency Care | Ambulance Response Times CAT2 - Mean - YAS | April 2024 | 00:30:00 | 00:26:02 | √ √. | ? | Ø |
| Urgent and Emergency Care | Volume of Ambulance Handovers - EMAS | April 2024 | 0 | 11411 | H | F | 8 |
| Urgent and Emergency Care | Volume of Ambulance Handovers - YAS | April 2024 | 0 | 10586 | | | 8 |
| Urgent and Emergency Care | Handover Times >60 - EMAS | March 2024 | | 7928 | H | () | |
| Urgent and Emergency Care | Handover Times >60 - YAS | March 2024 | | 3715 | H | | |
| Urgent and Emergency Care | A&E 4 hour waiting times - HNY Provider Total | April 2024 | 65.3% | 70.6% | <u></u> | P | ⊘ |
| Urgent and Emergency Care | Total G&A Beds - HNY Provider Total | April 2024 | | 2996 | ! | | |
| Urgent and Emergency Care | Percentage Total G&A Bed Occupancy - HNY Provider Total | April 2024 | | 92.0% | ~^. | | |
| Elective Care | 18 Week Referral to Treatment Waiting Times - Waiting List - HNY Provider Total | April 2024 | 185205 | 189912 | | <u>P</u> | 8 |
| Elective Care | 18 Week Referral to Treatment Waiting Times - 65+ Week Waits - HNY Provider Total | April 2024 | 312 | 242 | (1) | | Ø |





| AREA | KPI NAME & REPORTING LEVEL | LATEST DATE | TARGET | ACTUAL | VARIATION | ASSURANCE | PLAN MET |
|---------------|---|---------------|--------|--------|----------------|-----------|-------------|
| Elective Care | 18 Week Referral to Treatment Waiting Times - 52+ Week Waits - HNY Provider Total | April 2024 | 5859 | 4878 | (2) | | Ø |
| Diagnostics | Diagnostic Tests - 7 Targeted Test - HNY Provider Total | April 2024 | 63475 | 63727 | #- | (F) | ⊘ |
| Diagnostics | Diagnostics Test Waiting Times: Proportion of Patients Waiting 6+ Weeks for the 9 Targeted Tests - HNY Provider Total | April 2024 | 25.6% | 109.5% | (2) | | 8 |
| Diagnostics | Diagnostic Tests - All - HNY Provider Total | April 2024 | | 66301 | #- | () | |
| Cancer | 28 Day Faster Diagnosis Standard - HNY Provider Total | April 2024 | 73.6% | 71.9% | √ √. | 2 | 8 |
| Cancer | Patients waiting 63+ days after referral from cancer PTL - HNY Provider Total | March 2024 | 431 | 458 | (*) | | 8 |
| Cancer | Unadjusted percentage diagnosed at cancer stage 1 & 2 - HNY Provider Total | February 2024 | | 56.8% | ◇ | | |
| Primary Care | Direct Patient Care (DPC) Roles in General Practice - HNY ICB | March 2024 | 918.2 | 792.5 | √ √. | | 8 |
| Primary Care | Recover dental activity, improving units of dental activity towards pre-pandemic levels - HNY ICB | April 2024 | 100.% | 86.% | ◇ ^- | | 8 |
| Primary Care | Appointments in General Practice - HNY ICB | April 2024 | 905580 | 978677 | | ? | Ø |
| Primary Care | Proportion of Appointments in General Practice Booked and Seen the Same Day - HNY ICB | April 2024 | | 42.0% | Q./\.) | | |





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|--|--|-------------|--------|--------|----------------|--------------|------------------|
| AREA | KPI NAME & REPORTING LEVEL | LATEST DATE | TARGET | ACTUAL | VARIATION | ASSURANCE | PLAN MET |
| Primary Care | Proportion of Appointments in General Practice Booked and Seen Within 14 Days - HNY ICB | April 2024 | 85.0% | 80.3% | (°) | ? | 8 |
| Primary Care | Number of Doctors working in general practice - HNY ICB | May 2023 | | 1351 | H ~ | | |
| Prevention and Health Inequalities | Percentage of patients with hypertension treated to NICE guidance - HNY ICB | March 2024 | 77.0% | 78.1% | H | ? | ⊘ |
| Prevention and Health Inequalities | Percentage of patients (25-84 years) with CVD risk score greater than 20% on lipid-lowering therapies - HNY ICB | March 2024 | 60.0% | 75.7% | ₩ ~ | | Ø |
| Community Health Services | Total Number on Community services waiting list - HNY Provider Total | April 2024 | 19097 | 20478 | ٠,٨٠ | ? | 8 |
| Community Health Services | 2-hour urgent community response (UCR) standard - HNY Provider Total | April 2024 | 70.0% | 86.7% | (P) | <u></u> | Ø |
| Learning disability & autistic people | S029a: Inpatients with a learning disability and/or autism per million head of population - HNY ICB | May 2024 | 33.1 | 37.5 | <u>~</u> | | 8 |
| Learning disability & autistic people | E.K.3: Learning disability registers and annual health checks delivered by GPs - HNY ICB | April 2024 | 3.7% | 3.5% | √ √. | ~ | 8 |
| Learning disability & autistic people | E.K.1c: Reliance on inpatient care for people with a learning disability and/or autism - Care for children - HNY ICB | May 2024 | 9.0 | 30.0 | H | ? | 8 |
| Mental Health | E.A.S.1: Estimated diagnosis rate for people with dementia - HNY ICB | April 2024 | 60.3% | 58.4% | ₩ | | 8 |
| Mental Health | E.H.12: Inappropriate adult acute mental health Out of Area Placement (OAP) bed days - HNY ICB | March 2024 | 125 | 1375 | ○ √) | | Ø |





| | | | | | | Integrated | Care Board (ICB) |
|---------------|--|---------------|--------|--------|-------------|------------|------------------|
| AREA | KPI NAME & REPORTING LEVEL | LATEST DATE | TARGET | ACTUAL | VARIATION | ASSURANCE | PLAN MET |
| Mental Health | E.H.12: Inappropriate adult acute mental health Out of Area Placement (OAP) bed days - HNY ICB | March 2024 | 125 | 1375 | √ √ | | 8 |
| Mental Health | E.H.27: Overall Access to Core Community Mental Health Services for Adults and Older Adults with Severe Mental Illnesses - HNY ICB | March 2024 | | 16995 | √ √. | | |
| Mental Health | E.H.9: Access to Children and Young People's Mental Health Services - HNY ICB | March 2024 | 21171 | 21595 | #- | F | Ø |
| Mental Health | E.A.3a: Access to NHS Talking Therapies - HNY ICB | April 2024 | 2698 | 3205 | √ √. | 2 | Ø |
| Mental Health | E.H.15: Women Accessing Specialist Community Perinatal Mental Health Services - HNY ICB | March 2024 | 1389 | 745 | H | F | 8 |
| Maternity | Neonatal deaths per 1,000 total live births - HNY ICB | February 2024 | | 2.8 | H | | |
| Maternity | Stillbirths per 1,000 total births - HNY ICB | February 2024 | | 2.9 | ش | \bigcirc | |
| Workforce | Sickness Absence (working days lost to sickness) - HNY Provider Total | March 2024 | 4.8% | 4.4% | <u></u> | ? | Ø |
| Workforce | Staff retention rate (all staff) - HNY Provider Total | March 2024 | 12.2% | 13.9% | ٠,٨٠ | E . | 8 |
| Workforce | Leaver Rate - HNY Provider Total | March 2024 | | 7.0% | (°-) | | |
| Workforce | Vacancy Rates - HNY Provider Total | March 2024 | | 5.5% | (°) | | |



