A vision of future healthcare for local people

The proposed merger of Whipps Cross University Hospital NHS Trust, Barts and The London NHS Trust and Newham University Hospital NHS Trust
Our ambition

We have chosen our new name to describe a vision of future healthcare for local people:

- **Barts** – the prestigious name of the country’s oldest hospital and school of medicine and dentistry – with a worldwide reputation for discovery, research and innovation;

- **East London** – defining the local community we serve; and

- **Healthcare** – providing care for our patients in their own homes, in the community and in hospitals.

But behind the name is not just an ambition to sustain and develop world-class healthcare services for local people, but a real desire to change the lives of people in east London. Barts and East London Healthcare is the opportunity of a lifetime to bring the benefits of living in one of the world’s greatest cities to the east end. The constituent hospitals would keep their individual names in the proposed merger. We understand the need to reflect our local community, patients and history.

The new trust would be large enough to invest in a range of new initiatives that will bring better education, more jobs and greater prosperity to local people. We will work with government agencies and colleges to help people lead healthy lives and bring employment to the area – growing our own talent to fill vacancies. We will work with the community to develop the Olympic legacy and encourage people to be more active. We will work with local government to bring investment to the area through our world-class research and development programme – encouraging major companies to relocate here and small businesses to decide east London is the place to do business. Barts and East London Healthcare is much more than a proposal to secure the future of high-quality healthcare in the area, it is about giving the people of east London the chance to shape their future and we wholeheartedly support its creation.

Stephen O’Brien, Anne Whitaker, Martin Heys  
The Chairs of Barts and The London, Whipps Cross and Newham Trusts

Newham and Whipps Cross: local hospitals providing A&E, urgent and community care, outpatients, maternity, women’s and children’s services and planned surgery.

Barts and The London NHS Trust runs three hospitals:

- **The Royal London**: a major acute hospital providing all of the services available at Newham and Whipps Cross plus a major trauma centre, an acute stroke centre providing immediate care for people who have suffered a stroke; and more specialist care / complex surgery for adults and children.

- **Barts**: in Smithfield, near St Paul’s provides specialist cancer, fertility, urology and cardiac (heart) care as well as sexual health services and a minor injuries unit. In 2014, services including the heart attack unit at The London Chest in Bethnal Green will move to Barts.
Over the past few months we have been listening to the views of hundreds of people – staff, residents and patients; in fact everyone has a story to tell about health services.

Some of our patients experience the best healthcare to be found anywhere in the country. If you have a serious accident there is no better place to be than The Royal London. The London Chest provides superb treatment for patients who have had a heart attack. You would be hard pressed to find a better team to operate on your intestines (colorectal surgery) than the one at Whipps Cross. Newham’s Gateway Surgical Centre, which carries out planned operations is a model of good practice that other hospitals across the country are trying to copy.

But none of our hospitals can claim to provide excellent care across all departments and services. We provide some first class services, but also some that are simply not good enough, and we know we need to do more to improve the patient experience. We believe that gold standard healthcare shouldn’t be a lottery. Everyone, irrespective of their age, sex or ethnic background should, and can, have easily accessible, comprehensive, high-quality care, provided in appropriate surroundings by people who respect their dignity and really care about them.

This document explains why we, and other doctors, surgeons, nurses, midwives and other health professionals in the three trusts think that a merger of your hospitals could provide you with a health service to be proud of – one that really puts patients first.

Mike Gill, John Hogan and Steve Ryan
The medical directors of Newham, Whipps Cross and Barts and The London Trusts

Nothing about me without me

“We welcome the opportunity to closely monitor and influence the proposed merger of hospitals in north east London. Effective public involvement, consultation and representation is vital if we are to create and develop health services that are focused on the needs of patients. We are pleased to be involved and will make sure that the voice of patients is strong, clear and influential. We will take steps to defend local health services if we believe that our services are at risk.”

North East London LINks Forum
The case for change

An ambition to shape the future of east London is very important, but one that will take time to achieve. In the short term there are pressing challenges that your hospital trusts need to address…

A diverse and changing population (in some areas about one in five residents are new to the area each year), big health inequalities (life expectancy for some people is 17 years shorter than for other areas) and some of the most deprived and unhealthiest communities in the country means that a new Trust will need to develop excellent services to meet these complex health needs. Tower Hamlets has the worst child poverty in the UK. Newham has the highest rate of death for women under 75 in London. Across the whole of north east London there are large numbers of people who are overweight; have heart disease, cancer or mental health problems; or diseases such as Tuberculosis or HIV. Not enough people take part in programmes designed to prevent, delay or identify a range of conditions (for instance cancer screening initiatives).

Your local NHS has been working hard to tackle these issues – see box on page 5, however there are good reasons why your local hospitals need to change:

■ The population served by the three trusts is around 1 million – this is expected to rise by over 100,000 in the next 10 years.

■ The nature of healthcare is changing. New, but expensive drugs, techniques and technologies mean that we can save premature babies that would otherwise not have survived, treat multiple injuries and cancers and reverse the effects of a stroke. We also understand better the huge benefits of staying healthy; and we know that treating people at home or in the community is often better for their health than treating them in hospital.

■ We can improve the quality, safety and efficiency of care by ensuring senior doctors are available and more involved in treating patients early on in their illness. We recognise the value of midwives, nurses and therapists working as a team. The quality of care is also affected by other workforce challenges in many specialties and grades – such as high vacancy rates and staff turnover.

■ The health of the population is changing. Eating too much, drinking too much alcohol and smoking too much is not good for our health! A third of people will die of cancer and a third will die of circulatory diseases (such as heart disease and stroke). More than 10% of residents will die of diabetes and spending on diabetes now accounts for 10% of the NHS budget.
These changes and challenges increase the cost of healthcare at a time when the nation cannot afford all its public services. Newham University Hospital was recently named as the most efficient trust in the country\(^1\) and yet it is currently unable to meet the financial requirements of becoming a Foundation trust\(^2\) and is finding it increasingly difficult to stretch budgets. Newham’s knowledge of how to become more efficient would be invaluable to Whipps Cross and Barts and The London in a merged trust.

We can provide patients with a better, safer, experience if we improve our administration. We know how frustrating it is if letters are not sent or are late, if GPs are not kept informed or if services out of hospital are not integrated with those in hospitals. We are determined that the very best staff will develop processes that are second to none. Patients and their GPs will be involved and informed at every stage of care.

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Providing better care in the community…

Newham University Hospital and the local Primary Care Trust have developed new antenatal and postnatal care in child- and mother-friendly environments, helping parents to give children the best start in life. In Waltham Forest an integrated health and social care service is supporting patients’ needs for rehabilitation, rapid response and hospital services provided at home. The service has reduced waiting times for some conditions from 12 to two weeks and prevented the need for thousands of outpatient appointments. In Tower Hamlets, The Barkantine polyclinic now offers GP appointments, blood tests, gynaecology outpatient clinics, minor surgery, a pharmacy, dental care, a birth centre and a weekend walk-in centre.

…more efficient and effective care in hospitals…

Patients prefer the less invasive surgery that is a feature of day case surgery. It also means that patients can get back to the comfort of their own home and there is less chance of picking up an infection. Whipps Cross is one of the highest performing trusts in this type of surgery.

Newham’s success in providing high-quality care in theatres and wards, as well as its commitment to working with health partners to arrange care in the community means that patients are able to return home to recuperate quicker than almost anywhere else in the country.

…and more specialised care when it is needed.

Barts and The London has recently been named Innovative Trust of the Year by NHS Innovations London. NHS Innovations London is progressing with the development and commercialisation of several of the Trust’s medical devices, diagnostics and healthcare IT projects.

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“Putting patients and patients’ interests at the centre of everything we do will be the focus of any new organisation. We understand the importance of patient care, respect and sensitivity as well as the need to provide safe, high-quality clinical services. Good training and communications between the whole healthcare team will ensure patients are supported in hospitals and in the community, with easily accessible and well-coordinated care.”

Susan Osborne, Director of Nursing and Quality at Whipps Cross; Hilary Shanahan, Director of Nursing and Midwifery at Newham; Kay Riley, Chief nurse at Barts and the London.

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1 York University Centre for Health Economics, May 2010. The survey considered efficiency of admitted patient care and excluded outpatients, A&E and mental health services. Whipps Cross was ranked 103rd and Barts and The London 161st.

2 All trusts are required to become Foundation Trusts. Local people have a greater say in how to organise health services in Foundation Trusts to best meet local needs.
Developing strong partnerships

The NHS is often slow at recognising where and when collaboration would benefit local communities. Barts and East London Healthcare will develop stronger relationships and work with:

- **patients** to understand their needs and how we can best develop services that are safe, suitable and sensitive to the lives they lead including how they can stay healthy and recognise the early symptoms of potentially serious disease;

- **local people.** People in employment live healthier, longer, more productive lives. The three hospital trusts often struggle to find high calibre staff. It makes sense for the Trust, which would be one of the biggest employers in the area, to work with the local community and educational providers such as Queen Mary, University of London; London South Bank University; City University London and; University of East London to ‘grow our own’ talent;

- **local government (particularly health and wellbeing boards) and clinical commissioners** to make sure patients are not sent from pillar to post around a complicated, disjointed system, but are offered clear choices of high-quality and well-integrated services that reduce health inequalities and promote better health;

- **the community,** working with family doctors, nurses, health visitors and professionals working in public health and social care to better understand and meet the particular challenges in east London that can result in poor physical and mental health. Tower Hamlets Community Health services (1,200 staff providing care such as audiology, rehabilitation, sexual health services and speech and language therapy) has transferred to Barts and The London. This is a fantastic opportunity to improve the health of patients; provide more joined up care; keep people out of hospital where care can be provided at home; and make sure patients can quickly return home if they do have to go into hospital – supported by high-quality services in the community. In a merged organisation the knowledge gained through this work would be shared to benefit residents in Newham, Waltham Forest and other parts of north east London;

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**Better use of Newham’s Gateway Surgical Centre**

“On merging, around 1,600 patients a year who are currently referred from Barts and The London and Whipps Cross to non-NHS providers for planned surgery could choose Newham’s Gateway Surgical Centre. Patients would be treated by clinicians in the same organisation, closer to their home in a purpose built, state-of-the-art facility. The local NHS would save around £3.5million a year.”
Developing strong partnerships

- Other health partners such as Homerton University Hospital Foundation Trust (FT); North Middlesex University Hospital; Barking, Havering and Redbridge University Hospitals Trust; and the two mental health trusts in the area, East London FT and North East London FT, so that we gain a greater understanding of local health needs, and better plan and deliver a wide range of high-quality healthcare services; and

- UCL Partners, an Academic Health Science Centre (AHSC) developed by Great Ormond Street Hospital for Children; Moorfields Eye Hospital FT; the Royal Free, Hampstead; and University College London Hospitals FT. An alliance with the AHSC would be mutually beneficial, enabling the new trust to enhance its own teaching and research and be better able to compete for limited international research funding, whilst the AHSC’s position as one of the world’s leading research institutions would be strengthened.

“If every service in the new organisation performed to the standard of the best to be found in one of the three partners, Barts and East London Healthcare could be the best hospital trust in the NHS.”

David Palmer, Independent Chair

Robust research

The proposed merger would:

- allow greater scope to work with the local population to develop proposals for research – building on recent successes including the funding secured by a locally co-ordinated team to investigate diabetes in South Asia, Scandinavia and east London.

- provide better opportunities (because of the greater number of patients) to investigate uncommon conditions – for example, the management of critically ill patients with sepsis.

- promote innovation through research – building on the recent development at Barts and The London of the electronic HR system and now generating new income for the Trust.

Q: Would the merger mean local maternity units and A&E units would close to make savings?

A: The merger would strengthen the three maternity and A&E units and a range of other services – see next section. The trusts are investing in new facilities (and will continue to do so). A new A&E at Whipps Cross is due to open in late 2011 and an extension to Newham’s maternity unit is set to open in early 2012. The trusts are committed to providing services locally when there are no clear benefits to patients from consolidating onto fewer sites. In fact we want to make many more services available in local hospitals or in the community. If there are good clinical reasons why a service would be better centralised we will ask the public for their views and take them into account when making decisions.
The benefits of the merger

The boards and medical councils of each trust have carefully looked at a range of options for securing the best healthcare for their local population.

Options included keeping the status quo and not merging, two of the three trusts merging, or a merger with different trusts. Each trust board has overwhelmingly agreed that creating Barts and East London Healthcare would deliver the best care for local residents and has the greatest opportunity for changing the lives of huge sections of society.

The three trusts are convinced a merger will improve hospital facilities and buildings, but more importantly it will provide local people with:

- a healthcare system that is committed to preventing ill health as well as providing excellent health care;
- locally accessible, excellent quality, sustainable and comprehensive health services that are focused on each individual’s needs; and
- better access to high-quality specialist care when it is needed.

The new organisation would provide community, secondary (general hospital) and tertiary (specialist hospital) care and would have:

- a budget of over £1 billion
- 2,000 beds
- 15,000 staff

The small c

The three trusts are working closely with NHS partners on a major new campaign to improve cancer survival in east London. The ‘small c’ campaign is alerting people to the warning signs of cancer and the need to go to the doctor without delay. Spotting cancer early, when the cancer is still small and vulnerable to treatment, saves lives.

By joining forces the trusts can work together and deliver public health campaigns with far more impact than each individual trust could afford on its own.

Further details are available on www.smallc.org.uk
The benefits in detail

If each trust raised the performance of each of its services to equal the best currently available in the three trusts, then hundreds more patients would survive.

Currently this improvement is difficult to achieve as it requires good cooperation between different hospitals – which have their own patients to care for. It would be easier and quicker to improve services in a single organisation.

- **Current services would be more sustainable** – financially and clinically. For example, we know that in England more people die because of short staffing in the evenings and at weekends than die in road accidents’. This is because senior doctors are often not available onsite or hospitals are struggling to provide safe staffing levels out of hours. The new trust would be able to ensure senior doctors were available onsite for more hours of the night and at weekends – providing a high-quality service 24/7 rather than just during ‘office hours’.

- **A new trust would be able to better understand the health needs of the local population and bring services closer to people’s homes.** The trusts are keen to develop virtual wards where patients stay in the comfort and safety of their own homes near to family and friends but are ‘visited’ by doctors (either on the phone or via computer), have ‘drug rounds’ and home visits. This sort of pioneering service requires substantial investment in research and technology – investment that would be easier to make and quicker to recoup if the trusts worked together. Another example is the Ear, Nose and Throat (ENT) service at Newham – which is actually run by Whips Cross. In future this sort of development would become easier to arrange and more common – improving the health of local people and reducing health inequalities.

- **Patients would be able to access specialist services** (which are often only available at Barts and The London) faster – and nearer to their home. For instance, patients in Waltham Forest and Newham could receive their chemotherapy from Barts’ world-class cancer specialists running clinics at Whips Cross and Newham hospitals.

Some people have told us they are concerned that the Trust’s aim to become a world class centre for education and research could distract staff from providing better local healthcare.

In fact the opposite is true. Providing excellent training facilities means that patients benefit from the best doctors, nurses, midwives, other healthcare professionals and students.

Patients are almost always better off being part of a research programme where their condition is treated by highly specialist healthcare professionals using the latest technology and techniques.

Leading edge research and education will improve the health and healthcare of local people.

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1 Imperial College London, Weekend mortality for emergency admissions. A large multicentre study. June 2010.
New specialist services would be developed. Each hospital might only need a Hepatitis C specialist for one or two days a week. Even if the hospitals got together to identify their common need for a specialist they would need to work together to agree funding, governance and management arrangements. A unified trust with a larger catchment area would enable specialists to be recruited simply and mean that patients could get a service without having to travel to other parts of the country.

Significant efficiencies could be made. Duplication in ‘back office’ functions such as management, administration, finance and human resources can either be reduced (we have identified around £26million of potential savings) or be improved with no extra cost. A larger trust would also have improved buying power and we could save £5.5million by terminating some property leases.

Budgets could be better managed. Each trust needs to make significant savings – these savings need to be made whether the trusts merge or not. However, the years in which each trust has to make the biggest savings are not the same. So, instead of being forced to make unwanted cuts just to balance budgets in the most difficult years, efficiencies made in each hospital would help offset local challenges – smoothing the need for savings, protecting services and enabling better management of budgets. If every service in each trust was as efficient as the best of the three, the combined saving would be over £120million a year.

The hospitals could invest in new facilities. Because of complex financial rules on borrowing, Whipp's Cross in particular cannot invest in new buildings that could provide a better and safer environment whilst actually helping it to save money. Barts and East London Healthcare would be better able to raise money to improve the sites.

Looking after the environment

Barts and The London has invested in a range of initiatives including energy efficient lighting, refurbished air conditioning and improvements to its boiler house at Barts which have saved enough energy to heat the equivalent of over 1,700 average households each year. Annual utility bills have been cut by £800,000. The Trust is a leader in carbon reduction, winning a range of awards and being a finalist for ‘best carbon reduction strategy in acute care’ at the Building Better Healthcare awards.

Newham won the Greenest Hospital Award in the national Healthcare, Excellence and Leadership Awards in 2010 by reducing its carbon emissions by approximately 143,000 tonnes. By joining forces, managers and staff will be able to bring about further improvements – saving taxpayers' money and the environment.

Q: Would the merger solve all the health problems in the area?

A: No. A merger would certainly give the trusts a hand in the right direction but the trusts would still need to work hard to improve services, reduce health inequalities and would have to find the same efficiencies over the next five years (£237 million – around a quarter of the current budget) or attract more income or funding.
Benefits for staff will benefit patients…

- Doctors, nurses, midwives and allied health professionals in training would be able to gain experience in different hospitals and along the whole patient journey – giving them unprecedented understanding of good practice and of the patient experience of healthcare.

- A bigger trust means staff would have more opportunity for career progression and managers would be able to retain good staff who otherwise would have had to leave in order to be promoted.

- Becoming ‘world-class’ in more disciplines and becoming a partner in an Academic Health Science Centre would enable the Trust to offer staff more interesting and more rewarding jobs, working with some of the best doctors, healthcare professionals and researchers in their field. This would make it easier to recruit staff – meaning that we could reduce the number of persistent vacancies (and alleviate some of the pressure on staff currently struggling to provide a high-quality service).

- A merger would also support senior staff in developing their expertise in ground-breaking research, developing new techniques and treatments.

“This proposal is a tremendous opportunity to improve the health of local people and secure high-quality healthcare for this, and future generations. Staff are committed to being involved in developing plans, delivering better, more efficient services and reducing the health inequalities that have long been a feature of north east London.”

Jayne Tierney
Royal College of Nursing Officer

Timescales

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<td>Nov/Dec</td>
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<td>Publish outline business case</td>
<td>Publish full business case</td>
<td>Submission to Secretary of State</td>
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Staff and public engagement
The proposal to merge your hospitals has been made after careful analysis of the issues at stake. We have said that Barts and East London Healthcare is an opportunity of a lifetime to bring the benefits of living in one of the greatest cities to the east end. There’s a real belief amongst staff and our key partners that this merger can deliver change on an unprecedented scale. If you would like to get involved, to know more, or to send us your comments then email us at merger@elca.nhs.uk or write to us at: Merger Team, Aneurin Bevan House, 81 Commercial Road, London E1 1RD, or look at one of our websites shown below. We’d really like to hear your views by the middle of October 2011 so we can consider all the issues before we submit our business case to the Secretary of State.

www.bartsandthelondon.nhs.uk
www.whippsx.nhs.uk
www.newhamuniversityhospital.nhs.uk