



From the office of Deborah Needham
Chief Operating Office/Deputy Chief Executive

Cliftonville
Northampton
NN1 5BD
Switchboard: 01604 634700

Our Ref: DN/AP

Mr C Heaton-Harris
Sent via email: chris.heatonharris.mp@parliament.uk

7th March 2018

Dear Mr Heaton-Harris

Re: Day case surgery at Danetre Hospital

I write to follow up our recent conversation about the withdrawal of day case surgery at Danetre Hospital in Daventry. As I explained, difficulties in recruiting the theatre and recovery staff needed to maintain a high quality service mean we cannot deliver surgical procedures at Danetre Hospital for patients who require anaesthesia without compromising patient safety.

I confirm that all other services currently provided, including outpatient and diagnostic appointments, will continue to be provided at Daventry.

In response to your request for more information about how we have attempted to fill those posts against a national shortage of skilled theatre staff, I can confirm:

- We held a number of recruitment events and open days at our Northampton site specifically targeting qualified theatre staff – these took place on the following dates:
 - 21 January 2017
 - 4 March 2017
 - 13 May 2017
 - 10 June 2017
 - 15 July 2017
 - 9 September 2017
 - 4 November 2017
- We held three open days at Danetre Hospital so that potential new employees could meet the team and tour the building:
 - 19 April 2017
 - 21 April 2017
 - 2 December 2017
- For three of the recruitment open days mentioned above, we used Facebook Advertising to deliver targeted posts in people's newsfeeds where Facebook's algorithms matched them to our criteria. Overall, our engagement using paid-for social media advertising was over 43k people reached.

- We advertise every vacancy on the NHSJobs portal.
- We use our social media channels to promote recruitment events and specific job roles. We also encourage our followers to register with NHS Jobs so they receive an email alert whenever we post a job that matches their criteria
- On a more corporate level, last year we redesigned [our website](#) with a much stronger focus on recruitment, highlighting the benefits of working with us, our support and development programmes, and the benefits of living and working in Northampton.
- Last year we joined forces with Kettering General Hospital, Northamptonshire Healthcare Community Foundation Trust, St Andrew's Hospital and the University of Northampton to commission a specialist recruitment agency to deliver [Best of Both Worlds](#), a Northamptonshire recruitment campaign for health professionals. This campaign included promotion of our vacant job roles in Daventry

Despite all our efforts we have been unable to recruit the staff we need to maintain patient safety. I hope this goes some way to reassuring you that the decision to permanently withdraw surgery from Daventry was taken only after we had made extensive efforts to recruit to safe staffing levels.

In taking this decision, we want to provide our staff and our patients clarity around what they can expect, as well as helping the service to work on their forward planning without the uncertainty of the recent situation. Most crucially though, I hope it reassures our local community that we will not compromise the safety of our patients.

Yours sincerely



Deborah Needham
Chief Operating Officer/Deputy Chief Executive
Northampton General Hospital