



Welcome to this session:

**Open Session:**

*Navigating NHS  
Elective Care Reforms*

**The session will start shortly...**

Any Questions?  
Drop them in the questions section.





WELCOME

# Safeguarding & Welfare

We are committed to all our students and staff feeling safe and happy; we want to make sure there is always someone you can turn to if you are worried about anything.

If you are feeling upset or unsafe, are worried about a friend, student or family member, or you feel like something isn't right, speak to our safeguarding team:



Ian Wyles  
Designated Safeguarding  
Lead



Simone Botes



Nurhaan Snyman



Rafiq Manan



Ronald Munodawafa



Tevin Pitts

Scan to report a  
safeguarding concern



or email the Designated  
Safeguarding Lead:  
Ian Wyles

[safeguarding@hyperiondev.com](mailto:safeguarding@hyperiondev.com)





## Democracy

*Every person's opinions matter.*

## Respect

*We look after each other.*

## Tolerance

*We accept each other's differences.*

# British Values

## Rule of Law

*We keep to the rules.*

## Liberty

*We are free to make choices.*

A group of diverse people, including men and women of various ethnicities, are shown from the chest up, giving thumbs up. They are smiling and looking towards the camera. The image has a teal overlay.

# HOUSEKEEPING

# Leadership & Management Live Lectures – Housekeeping

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- The use of disrespectful language is prohibited in the questions, this is a supportive, learning environment for all - please engage accordingly.
  - ***(Fundamental British Values: Mutual Respect and Tolerance)***
- No question is daft or silly - **ask them!**
- Should you have a question during the lecture, please feel free to **post in the Questions section** and I will respond throughout.



PLEASE  
NOTE...

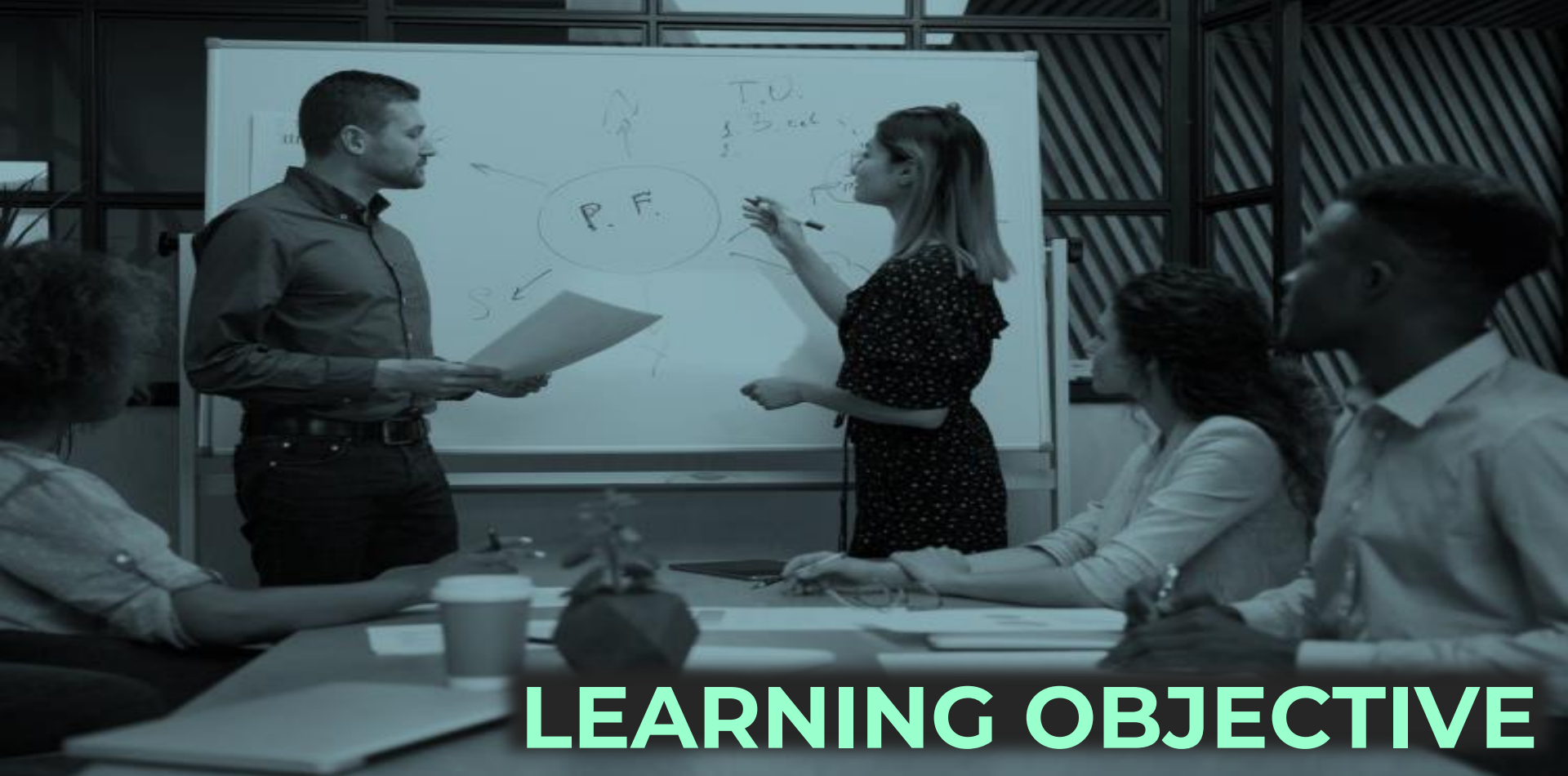
# Leadership & Management Live Lectures – Housekeeping

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- Activating **live captions** in your browser's accessibility settings is a helpful option for better understanding, especially for those with hearing impairments or challenges with accents.
- For all **non-academic questions**, please submit a query: [www.hyperiondev.com/support](https://www.hyperiondev.com/support)
- Report a safeguarding incident: [www.hyperiondev.com/safeguardreporting](https://www.hyperiondev.com/safeguardreporting)
- Should you have any further questions or want to provide us with feedback, please feel free to post them [here](#).
- [GitHub Link to access L&M Presentation Slides.](#)



PLEASE  
NOTE...



# LEARNING OBJECTIVE



## Learning Objective

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Understand how to effectively  
allocate resources and  
dynamically adjust project plans  
to **support the NHS's elective care  
reform efforts.**



# BACKGROUND



## BACKGROUND

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### Setting The Scene

### Opening Questions

*“When you think of waiting lists in healthcare, what challenges come to mind?”*

*“How do you think reducing waiting times impacts both patients and healthcare teams?”*

## BACKGROUND

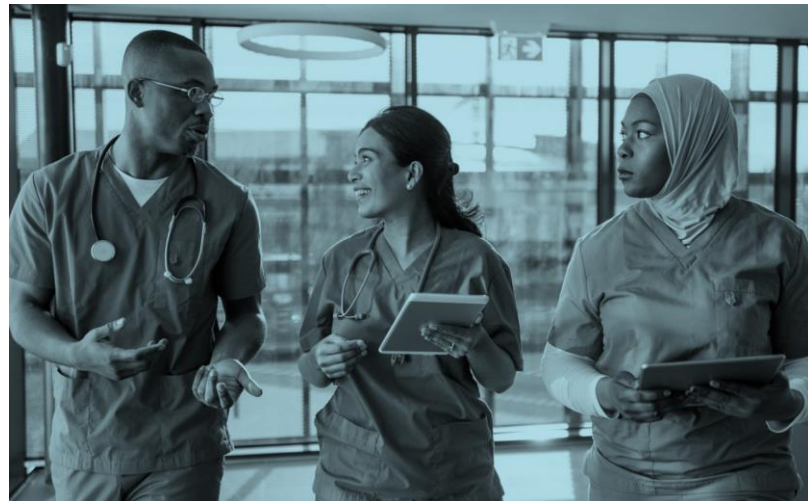
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### Setting The Scene

### Current Challenges

Over **7.5 million patients in England** are waiting for elective procedures.

Workforce shortages, constrained budgets, and rising patient demand complicate the process.





## BACKGROUND



**Equality**



**Equity**

## Setting The Scene

### Equitable, High-Quality Care

It's not just about treating patients faster but ensuring those in **greatest need** are prioritised.

## MUTUAL RESPECT

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The importance of equitable care, **ensuring no patient group is overlooked based** on disparities like geography or socioeconomic status. This respects diverse needs across the population.



## BACKGROUND

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### Setting The Scene

### The Human Impact

Patients waiting for procedures like joint replacements or cataract surgeries **often face prolonged pain, reduced mobility, or diminished quality of life.**

Streamlining care means restoring dignity and improving lives.



## BACKGROUND

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### The Role of Healthcare Professionals

#### Proactive Thinking

This isn't just a government directive; it's a call for us to **think ahead, anticipate challenges**, and ensure our resources are used where they'll have the greatest impact.

#### Data-Driven Decisions

By leveraging tools like the NHS Data Dashboard, we can **pinpoint bottlenecks, monitor progress, and adjust plans in real-time**.

Every decision should be **guided by evidence**, not guesswork.





# ALLOCATING RESOURCES EFFECTIVELY

# ALLOCATING RESOURCES EFFECTIVELY

## Identifying Bottlenecks

The first step in efficient resource allocation is **understanding where the system is strained**.

Using data analytics and visual tools such as waiting list dashboards, participants learn to **pinpoint the areas requiring urgent attention**.



## ALLOCATING RESOURCES EFFECTIVELY

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### Identifying Bottlenecks

#### Analysing Waiting List Data

**Review metrics** like wait times, patient demographics, and procedure types.

**Identify specialties** with the longest delays or highest patient volumes, such as orthopaedics or ophthalmology.

# ALLOCATING RESOURCES EFFECTIVELY

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## Identifying Bottlenecks

### Prioritising High-Impact Areas

Focus resources where they can **make the biggest difference**.

Imagine you're reviewing a surgical waiting list, and you notice a cluster of patients needing joint replacements who've been waiting over 52 weeks. This **signals an immediate bottleneck in orthopaedic theatre capacity**, which should become a priority for reallocation efforts.



# ALLOCATING RESOURCES EFFECTIVELY

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## Workforce Distribution

### Reallocating Staff



Use flexible staffing models to **move personnel where demand is highest**, such as seconding additional nurses or specialists to high-demand clinics.

Introduce temporary staff or bank workers to **address peak periods**.

# ALLOCATING RESOURCES EFFECTIVELY

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## Workforce Distribution

### Minimising Operational Disruptions

Avoid stripping other departments of critical resources. Instead, **stagger staff reassignments to maintain stability across the board.**

In one trust, a surge in ENT referrals led to a temporary redeployment of audiologists to support the backlog. This was achieved without leaving other departments short-staffed by **leveraging part-time staff and offering overtime shifts.**

## TOLERANCE

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Stress the need for understanding and flexibility when staff are reassigned to areas of high demand, **acknowledging their concerns and challenges.**

**ACKNOWLEDGE**

# ALLOCATING RESOURCES EFFECTIVELY

## Leveraging Technology

### Streamlining Appointments

Use **digital referral systems** to route patients to available slots, minimising delays caused by manual scheduling.

**Implement triage systems** to prioritise urgent cases automatically.





# ALLOCATING RESOURCES EFFECTIVELY

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## Leveraging Technology

### Improving Communication

Integrate systems across departments to ensure real-time updates on patient status and resource availability.

Utilise tools like **electronic patient records (EPRs)** to share critical data seamlessly among healthcare professionals.



A hand-drawn project plan on a napkin with a pencil, a cup of coffee, and glasses on a wooden table. The napkin features a central diagram with a circle at the top, a square in the middle, and a circle at the bottom, connected by arrows. The word 'FRIENDS' is written near the bottom circle. A pencil lies horizontally across the napkin. In the background, a cup of coffee sits on a saucer, and a pair of glasses is on the left.

# MONITORING AND ADJUSTING PROJECT PLANS

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## Real-Time Data Monitoring

### Visualising Progress

Use dashboards to monitor **key performance indicators (KPIs)** such as referral-to-treatment times (RTT), procedure volumes, and workforce utilisation.

**Highlight colour-coded visuals** that immediately identify underperforming areas.



# MONITORING AND ADJUSTING PROJECT PLANS

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## Real-Time Data Monitoring

### Early Warning Systems

Dashboards can flag potential delays or resource gaps before they escalate into larger issues.

For instance, tracking patient flow metrics might reveal a bottleneck in diagnostic imaging, prompting early intervention.



# MONITORING AND ADJUSTING PROJECT PLANS

## Scenario Planning

### Anticipating Delays

Use **historical data to identify patterns**, such as seasonal peaks in certain specialties *(e.g., orthopaedics during winter due to falls)*.

Simulate **“what-if”** scenarios to test how the **system responds to unexpected challenges**, like equipment breakdowns or staff absences.



# MONITORING AND ADJUSTING PROJECT PLANS

## Scenario Planning

### Developing Contingency Plans

Create **buffer strategies**, such as reserving additional operating theatre time or maintaining a pool of on-call staff.

**Develop clear protocols** for reallocating resources in the event of sudden disruptions.





# MONITORING AND ADJUSTING PROJECT PLANS

## Feedback Loops

### Regular Review Meetings

Schedule weekly or biweekly **multidisciplinary team meetings** to review progress and challenges.

Use these sessions to discuss data trends, patient feedback, and operational hurdles.



# MONITORING AND ADJUSTING PROJECT PLANS

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## Feedback Loops

### Adapting Based on Input

**Encourage frontline staff to share observations and suggestions.** They're often the first to notice inefficiencies or new opportunities for improvement.

**Incorporate feedback from patients,** particularly those who have experienced delays, to enhance processes and communication.



## LIBERTY

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Incorporating patient feedback helps safeguard their **freedom to influence the quality of care they receive.**



# CONCLUSION

A dark, moody image featuring a film strip running horizontally across the center. The words "THE" and "END" are printed in large, bold, black capital letters on two adjacent frames of the film strip. In the background, a large, metallic film reel is visible, partially obscured by the film strip. The overall aesthetic is cinematic and vintage.

**THE END**

## CONCLUSION

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### Key Points

Align resources with high-priority areas using data analytics.

Build flexibility into project plans to ensure continuity and efficiency.

Leverage technology to support decision-making and communication.

# RESOURCES

A black and white photograph of a stack of books. In the foreground, an open book lies flat, and a pair of glasses rests on its right page. The background is filled with more stacks of books, creating a sense of a library or a large collection of resources.



# RESOURCES

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## Articles

- ✓ [The Government Is Pushing The NHS Further And Faster On Elective Recovery.](#)
  - ✓ [Elective recovery bulletin.](#)
  - ✓ [Data and technology that improves lives.](#)
  - ✓ [How improvement can help NHS productivity.](#)
- ✓ [Driving Health Care Forward Through Insights and Innovations.](#)

# Thank you for attending



**CoGrammar**



Department  
for Education