

# RWT Update September 2015

Cheryl Etches

# CQC UPDATE

# Francis report

- Assurance report presented to Trust Board in Feb 15
- A progress report on remaining action made to Quality Standards Action group in May 15 where it was decided to close the action plan as items had been covered either as business as usual or via specific work streams e.g. e Discharge, Dementia Strategy and CofE, Clwyd Hart review of complaints, Nurse revalidation, complaint policy review etc.

# Duty of Candour

- Updated Trust policy and provided staff guidance on the categorisation matrix to capture the levels of harm triggering DoC (ie moderate, severe harm, death or prolonged psychological harm)
- Cascaded training to Divisional Management teams and all Directorates via Governance offices re the above
- Issued a staff leaflet explaining the Duty, what staff need to do and the consequences of breach of the duty
- Developed a monitoring system for all incidents that trigger DoC (ie moderate, severe harm, death or prolonged psychological harm)
- Report our compliance internally through the monthly Integrated Quality and Performance report and to CCG quarterly via CQRM

Largely compliance with DoC is good for the year so far, with a few exceptions that are all report and followed up with the areas concerned.

# Nurse recruitment - Extract from High Level Plan

Action	Dependency	Yield / level of Success
<b>RWT overseas Programme</b> Poland, Croatia and potentially Greece	Funding - Trust Funded Programme	<b>Medium</b> There are fewer opportunities to source strong candidates as recruitment campaigns by a number of NHS providers in European countries over the last 2 years has depleted the pool of relevantly qualified candidates.
<b>EURES / Health Education West Midlands Regional Programme</b> Spain, Portugal, Italy and Hungary	Health Education West Midlands Support and Funding	<b>Low</b> Competition from NHS providers from across the UK makes standing out from the crowd challenging. Where RWT has successfully recruited retention levels are high
<b>RWT Overseas Programme – Outside of EEA</b> - Philippines - India	<i>National Government - lift restriction on Tier 2 and place Nursing and other health occupations on the occupation shortage list because the Trust does not operate in a market of oversupply. The effect of not making this change will have longer term impacts on the ability of the Trust to meet its recruitment / establishment targets.</i>	<b>High</b> RWT have previously successfully recruited a number of nurses from the Philippines - high retention, good promotion levels & few competency concerns.
<b>UK based nurses from overseas</b>	HEWM to lead on implementation and delivery of a conversion course aimed at UK based Philippines / India nurses - allowing a greater number to flow through the system	<b>High</b> Currently 25 RWT nurses would be eligible
<b>Access to Foundation Degrees</b>	National and Local Government - Universities Change access qualifications Funding	<b>High</b> This is time dependant - implementing changes at this stage would yield results in 2/3 years.

Current vacancy level = 125.35 wte

# Winter planning

- Extending opening hours in pharmacy to support discharge
- Additional porters available to support flow of patients through the Trust
- Opening of new Urgent and Emergency Care unit end of November and move of AMU onto the third floor in U and EC unit
- GPs working in ED
- Additional doctors and nurse in ED
- Close working with our health and social care partners on a daily basis
- Flu vaccine uptake plan for staff