

QUALITY MANAGEMENT RE-VISIT

ROTHERHAM HOSPITAL NHS FOUNDATION TRUST

MONDAY 9 DECEMBER 2013

VISITING PANEL MEMBERS:

Mr Jon Hossain	Deputy Dean and Chair
Dr Lynne Caddick	Deputy Foundation School Director
Mr Ray Cuschieri	Associate Postgraduate Dean
Ms Emma Jones	Senior Business Manager
Ms Lynda Price	Quality Officer

Specialties Visited: FOUNDATION

This report has been agreed with the Trust.

The Trust Visit Report will be published on the Deanery Website

Conditions that are RAG rated as Amber, Red and Red* will be reported to the GMC as part of the Deanery Reporting process, the reports are published on the GMC website.

Date of First Draft	22/01/2014
Final Report circulated	26/05/2014

Positives

All trainees interviewed were generally very happy with their experience and would recommend to their friends.

NOTABLE PRACTICE

GMC DOMAIN 1 – Patient Safety

School of Foundation

The trainees particularly recommended the Trust Induction for foundation doctors describing it as a learning opportunity. They found it very helpful and felt it should be treated as notable practice and shared with others in the region.

They commented that, after their week on call; they are rotaed to have a week of learning days, which should be rolled out across the patch.

CONDITIONS

Condition 1

GMC DOMAIN 1 – Patient Safety

School of Foundation

This relates to Condition 1 set during the 2013 visit; the panel were pleased to note the progress made. For full details of the condition please refer to the 2013 Trust Report.

However the trainees have still raised some issues, both in printing labels and in endoscopy requiring additional paper based system(s).

Action To Be Taken:

The Trust must continue to review the EPR system to ensure that it remains a robust system. The Trust should review the issues in relation to printing labels and work with endoscopy to review why additional paper based systems are required.

RAG Rating: **Timeline:** 31 July 2014

Evidence/Monitoring: Trust to provide a written update in relation to the endoscopy issue.

Condition 2

GMC DOMAIN 1 – Patient Safety

School of Foundation

Trainers interviewed were uncertain as to the inclusion of the role of Educational Supervisor within the job planning process.

Action To Be Taken:

Trust to provide clarification as to their current and future plans for defining Educational Supervision within the consultant job plans.

RAG Rating: **Timeline:** 31 November 2014

Evidence/Monitoring: Evidence to be submitted to the Deanery of Educational Supervisors and allocated time in job plans

Condition 3**GMC DOMAIN 1 – Patient Safety (Induction)****Foundation (Surgery and Medicine)**

Whilst the Trust has an excellent Trust induction which is noted as best practice within the region, the local departmental induction doesn't appear to be taking place within Medicine and Surgery.

Action To Be Taken:

Trust to work with the medical and surgical departments to ensure that a robust departmental induction is in place for the August intake.

RAG Rating:**Timeline:** 30 September 2014**Evidence/Monitoring:**

Trust to supply a copy of the Departmental induction programmes along with a list of those trainees who undertook this induction in August 2014.

Condition 4**GMC DOMAIN 1 – Patient Safety****All Schools**

The panel note that the middle grade tier in medicine has been supporting core and foundation trainees out of hours successfully. We are however aware that there are vacancies on this rota which the Trust are currently attempting to fill.

Action to be taken: The Deanery expects the Trust to make us aware of any changes to the middle grade rota which may compromise the current levels of supervision.

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RAG Rating:**Timeline:** 31 November 2014**Evidence/Monitoring:** Written confirmation of changes as they occur.

RAG guidance can be found at Appendix 1.

FINAL COMMENTS

The Trust should provide a written update in relation to the conditions set above, along with an update in relation to the remaining open conditions set during 2013. This report must be submitted by 1 April 2014.

From the visit which took place on the 15th May and following both evidence submitted by the Director of Medical Education and feedback from trainees the following conditions are deemed as satisfactorily addressed and therefore closed:

- Condition 3:
Domain 3 (Management of Education and Training) Non-compliance of General Surgery rota
- Condition 4:
Domain 3 (Equality and Diversity) Undermining behaviour within Surgery
- Condition 5:
Domain 7 (Management of Education and Training) Plans for the reduction of two surgical posts. It should be noted that whilst this condition is now closed the Trust must ensure that plans are in place for future years.
- Condition 8:
Domain 3 (Equality and Diversity) Undermining behaviour with Obstetrics and Gynaecology

Approval Status

Approved pending satisfactory completion of conditions set out in this report.

Signed on behalf of HEYH

Name: Mr Jon Hossain

Title: Deputy Dean

Date: 30/04/14

Signed on behalf of Trust

Name: Dr Alison Cooper

Position: Director of Medical Education

Date: 26/05/14

RAG Rating Guidance

The RAG rating guidance is based on the GMC RAG rating to ensure a consistent approach. The model takes into account impact and likelihood.

Impact

This takes into account:

- a) patient or trainee safety
- b) the risk of trainees not progressing in their training
- c) educational experience – eg, the educational culture, the quality of formal/informal teaching

A concern can be rated high, medium, or low impact according to the following situations:

High impact:

- patients or trainees within the training environment are being put at risk of coming to harm
- trainees are unable to achieve required outcomes due to poor quality of the training posts/ programme

Medium impact:

- trainees are able to achieve required outcomes, but the quality of education and training is recognised as requiring improvement
- patients within the training environment are receiving safe care, but the quality of their care is recognised as requiring improvement

Low impact:

- concerns have a minimal impact on a trainee's education and training, or the quality of provision for the patient.

Likelihood

This measures the frequency at which concerns arise eg. if a rota has a gap because of one-off last minute sickness absence, the likelihood of concerns occurring as a result would be low.

High likelihood:

- the concern occurs with enough frequency that patients or trainees could be put at risk on a regular basis. What is considered to be 'enough frequency' may vary depending on the concern eg. if rotas have consistent gaps so that there is a lack of safe cover arrangements, the likelihood of concerns arising as a result would be 'high'.

Medium likelihood:

- the concern occurs with enough frequency that if left unaddressed could result in patient safety concerns or affect the quality of education and training, eg. if the rota is normally full but there are no reliable arrangements to cover for sickness absence, the likelihood of concerns arising as a result would be 'medium'.

Low likelihood:

- the concern is unlikely to occur again eg. if a rota has a gap because of several unexpected sickness absences occurring at once, the likelihood of concerns arising as a result would be 'low'.

Risk

The risk is then determined by both the impact and likelihood, and will result in a RAG Rating, according to the below matrix:

Likelihood	IMPACT		
	Low	Medium	High
Low	Green	Green	Amber
Medium	Green	Amber	Red
High	Amber	Red	Red*

Please note:

* These conditions will be referred to the GMC Responses to Concerns process and will be closely monitored

Source: GMC Guidance for Deaneries, July 2012