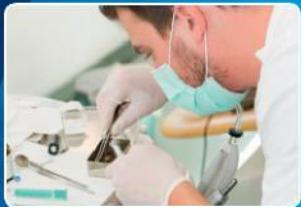




Unannounced Care Inspection Report

11 February 2019



Lydian Care Ltd

Type of Service: Nursing Agency
Address: 33 Main Street, Newcastle, BT33 0AD
Tel No: 02843725385
Inspector: Joanne Faulkner

www.rqia.org.uk

Assurance, Challenge and Improvement in Health and Social Care

It should be noted that this inspection report should not be regarded as a comprehensive review of all strengths and areas for improvement that exist in the service. The findings reported on are those which came to the attention of RQIA during the course of this inspection. The findings contained within this report do not exempt the service from their responsibility for maintaining compliance with legislation, standards and best practice.

1.0 What we look for



2.0 Profile of service

Lydian Care Ltd is a nursing agency which operates from offices located in Newcastle. The agency currently supplies registered nurses to a number of private nursing homes.

3.0 Service details

Organisation/Registered Provider: Lydian Care Ltd	Registered Manager: Fiona Theresa Kane
Responsible Individual: Pierre Gerard Burns	
Person in charge at the time of inspection: Fiona Theresa Kane	Date manager registered: 09/10/2014

4.0 Inspection summary

An unannounced inspection took place on 11 February 2019 from 14.30 to 18.00.

This inspection was underpinned by the Nursing Agencies Regulations (Northern Ireland) 2005 and the Nursing Agencies Minimum Standards, 2008.

The inspection determined if the agency was delivering safe, effective and compassionate care and if the service was well led.

Evidence of good practice was found in relation to staff recruitment, induction, supervision and training and communication with service users and other relevant stakeholders.

No areas for improvement were identified during the inspection.

The findings of this report will provide the agency with the necessary information to assist them to fulfil their responsibilities, enhance practice and service users' experience.

4.1 Inspection outcome

	Regulations	Standards
Total number of areas for improvement	0	0

This inspection resulted in no areas for improvement being identified. Findings of the inspection were discussed with the registered person and the registered manager, as part of the inspection process and can be found in the main body of the report.

Enforcement action did not result from the findings of this inspection.

4.2 Action/enforcement taken following the most recent care inspection dated 11 October 2017

No further actions were required to be taken following the most recent inspection on 11 October 2017.

5.0 How we inspect

Specific methods/processes used in this inspection include the following:

- discussion with the manager, registered person and administrative staff
- examination of records
- evaluation and feedback

Prior to inspection the following records were analysed:

- previous RQIA inspection report
- records of notifiable events
- any correspondence received by RQIA since the previous inspection

The following records were viewed during the inspection:

- Staff recruitment records
- Staff induction and training records
- Records relating to staff supervision and appraisal
- Records relating to Adult Protection
- Service user feedback records
- Monthly quality monitoring reports
- Complaints records
- Incident records
- Staff Handbook
- Statement of Purpose
- Service User Guide

During the inspection the inspector met with the registered person, the manager, the organisation's Human Resources (HR) manager and administrative staff. At the request of the inspector, the manager was asked to display a poster within the agency's registered premises. The poster invited staff to provide their views by an electronic means to RQIA regarding the quality of service provision; no responses were received.

In addition the inspector requested that a 'We missed you' card be displayed to provide details of the process for contacting RQIA if required; no responses were received prior to the issuing of this report.

The inspector would like to thank the registered person, the manager, the HR manager and administration staff for their support and co-operation throughout the inspection process.

The findings of the inspection were provided to the manager at the conclusion of the inspection.

6.0 The inspection

6.1 Review of areas for improvement from the most recent inspection dated 11 October 2017

The most recent inspection of the agency was an unannounced care inspection.

6.2 Review of areas for improvement from the last care inspection dated 11 October 2017

There were no areas for improvement made as a result of the last care inspection.

6.3 Inspection findings

6.4 Is care safe?

Avoiding and preventing harm to patients and clients from the care, treatment and support that is intended to help them.

Staffing arrangements in place within the agency were reviewed by the inspector. The agency's recruitment policy outlines the procedures for ensuring that required staff pre-employment checks are completed prior to commencement of employment or supply of staff. The manager and HR manager provided assurances that registered nurses are not provided until all pre-employment checks have been satisfactorily completed and verified.

Records viewed during the inspection indicated that required checks had been completed prior to the commencement of employment; details of checks completed are retained in individual staff personnel files. It was noted that the information relating to the checks is reviewed and verified by the manager in conjunction with the HR manager. Staff recruitment records viewed indicated that the agency's recruitment process is robust.

Registered nurses supplied by the agency are required to complete an initial induction and complete a range of mandatory training prior to their commencement of employment. A record of induction provided to staff is maintained; records viewed outline the information and support provided to staff during the induction process. A skills profile is formulated and staff complete competency assessments in a number of key areas.

Staff are provided with induction information which was noted to include the agency's staff handbook, a job description, and key policies. Staff are required to sign a statement indicating that they have received and understood all information provided during their induction process. In addition the agency requires that staff receive an induction at the commencement of a work placement; the inspector discussed with the manager the benefits of retaining a record of this induction.

The manager stated that staff are not permitted to work if training updates have not been completed. Records viewed during the inspection indicated that registered nurses are not provided until the required pre-employment checks and documentation relating to training have been received and verified.

The agency has a system for recording training completed by staff and for highlighting training required; it was noted that nurses are required to complete training updates annually. The agency has a process for informing staff when training updates are required. The manager stated that registered nurses are not provided with work placements if required training updates have not been completed. The inspector viewed the agency's electronic system for recording compliance of staff training; it was noted that staff cannot be supplied for work if necessary training is not completed. The inspector noted that one nurse is not currently being supplied as training updates have not been completed.

The agency's supervision and appraisal policies outline the processes for staff supervision and appraisal; the manager stated that registered nurses are required to participate in twice yearly supervision and annual appraisal. Records of staff supervision and appraisal viewed by the inspector indicated that staff had received supervision and appraisal in accordance with the agency's procedures.

The inspector reviewed the agency's provision for the welfare, care and protection of patients. It was identified that the agency's policy and procedures reflect information contained within the DHSSPS regional policy 'Adult Safeguarding Prevention and Protection in Partnership' issued in July 2015. The registered manager is the identified Adult Safeguarding Champion (ASC).

The manager stated that nurses employed by the agency are provided with information relating to the agency's safeguarding and whistleblowing policies during their induction. It was identified from discussions with the manager and documentation viewed that staff are required to complete adult safeguarding training during their initial induction and annually thereafter. Training records viewed during the inspection indicated that staff had completed appropriate training in relation to adult protection.

The manager could describe the procedure for reporting any incidents of suspected, alleged or actual abuse and the mechanism for liaising with the appropriate bodies in relation to any investigation they may be required to be involved in. It was noted that the monthly quality monitoring audit reviews any referrals made in relation to adult protection.

The inspector reviewed records maintained in relation to safeguarding vulnerable adults; discussions with the manager and documentation viewed indicated that the agency has not made any referrals in relation to adult safeguarding matters since the previous inspection.

The inspector reviewed the agency's arrangements for identifying, managing and where possible eliminating unnecessary risk to patients health, welfare and safety.

The agency has a system for monitoring and recording the registration status of nurses with the NMC; the manager could describe the process for checking the NMC register on a monthly basis to ensure all staff are registered and to identify if any staff have been removed from or had conditions placed on their registration. The agency retains details of individual staff registration status, expiry dates and revalidation dates.

The manager could describe the procedure for appropriately matching the individual skills of the nurses employed to the needs of the service users; this includes the completion of a skills and competency profile during the recruitment and induction processes. The manager could describe the process for appropriately assessing the requirements of individual service users; it was noted that this process also included assessing the knowledge, experience, skills and suitability of the nurse to be provided. The agency provides service users with relevant staff profiles when confirmation of a shift is provided; those viewed were noted to include details of skills/competencies, experience, training and registration status with the Nursing and Midwifery Council (NMC).

The agency requests that service users complete feedback reports in relation to the performance of registered nurses provided.

The agency's registered premises are suitable for the operation of the agency as described in the Statement of Purpose. During the inspection records were noted to be retained securely and in an organised manner; personal computers (PC's) were noted to be password protected. The manager could describe the additional measures taken to ensure compliance with General Data Protection Regulation (GDPR) such as the update of the agency's policies and procedures.

Areas of good practice

Areas of good practice were identified in relation to the agency's staff recruitment, induction, staff training, supervision and appraisal processes.

Areas for improvement

No areas for improvement were identified during the inspection.

	Regulations	Standards
Total number of areas for improvement	0	0

6.5 Is care effective?

The right care, at the right time in the right place with the best outcome.

The inspector reviewed the agency's arrangements for appropriately responding to and meeting the needs of people who use the service. Information relating to the nature and range of services provided is outlined within the Statement of Purpose and Service User Guide.

It was identified from records viewed that they were maintained in a well organised and secure manner and in accordance with legislation, standards and the organisational policy.

Discussions with the manager and documentation viewed provided evidence that the agency has effective systems in place to monitor, audit and review the effectiveness and quality of the service provided. The systems were noted to include processes for the review of compliance levels of training completed by staff, nurses' registration status with the NMC, audits of complaints, accidents, incidents and referrals relating to adult protection.

The manager meets regularly with the registered person to discuss the effectiveness of the service provided and to review any identified matters of concern.

Monthly quality monitoring audits are completed by the registered person in conjunction with the registered manager and a monthly report developed. The reports contain details of the review of incidents, complaints and safeguarding referrals in conjunction with information retained by the agency in relation to each of these matters. The inspector discussed with the registered person the need to provide more detailed and specific information in the report; assurances were provided that this would be actioned immediately.

Systems to promote and achieve effective communication with service users, the agency's registered nurses and other relevant stakeholders were evident on inspection. Discussions with the manager and administrative staff provided evidence that the agency seeks to develop and maintain effective working relationships with service users. The agency has systems in place for obtaining the comments of service users in relation to staff provided; they include staff feedback forms and phone contact with service users.

The manager described the process for addressing concerns relating to individual staff members; it indicated that the agency's procedure for dealing with concerns is effective.

Areas of good practice

Areas of good practice were identified in relation to record keeping and communication with service users, the agency's training programme.

Areas for improvement

No areas for improvement were identified during the inspection.

	Regulations	Standards
Total number of areas for improvement	0	0

6.6 Is care compassionate?

Patients and clients are treated with dignity and respect and should be fully involved in decisions affecting their treatment, care and support.

The agency's staff handbook and information provided to all registered nurses during their initial induction was noted to contain details of a number of key policies and procedures including the agency's confidentiality policy. The manager stated that confidentiality is discussed with staff during induction and it was noted that staff are required to sign a confidentiality statement. The agency's has a policy relating to confidentiality.

The agency has on call arrangements in place to ensure that staff and service users can report concerns they may have regarding a placement or to access support and guidance at any time including out of hours. The agency's informs staff of the process for staff in relation to reporting concerns.

The agency has a range of methods for obtaining the views of service users in relation to staff performance; it includes requesting that service users complete a feedback form for staff

provided. The inspector viewed a range of feedback that had been received by the agency and noted that information was recorded in relation to matters that needed further action. The manager and administrative staff described the processes for engaging with service users in order to obtain feedback; this includes the agency's quality monitoring process and calls to the service users to obtain their views as to the quality of the service provided.

Discussions with the registered person, manager and administrative staff during the inspection indicated that the promotion of values such as dignity, choice, equality and respect were embedded in the culture and ethos of the organisation.

The inspector noted that staff are provided with the agency's 'Whistleblowing Policy' which outlines the responsibility of staff in highlighting concerns or issues relating to poor practice and the process for raising concerns.

Areas of good practice

Areas of good practice were identified in relation to communication and engagement with nurses and service users, and the promotion of values such as confidentiality, dignity and respect.

Areas for improvement

No areas for improvement were identified during the inspection.

	Regulations	Standards
Total number of areas for improvement	0	0

6.7 Is the service well led?

Effective leadership, management and governance which creates a culture focused on the needs and experience of service users in order to deliver safe, effective and compassionate care.

The inspector reviewed the agency's management and governance systems in place to meet the needs of service users. It was identified that the agency has a range of policies and procedures in place which were noted to have been reviewed and updated in accordance with the timescales as outlined within the Minimum Standards, relevant legislation and guidelines.

Policies are retained both electronically and in a paper format stored within the agency's office. Staff are provided with a number of key policies during induction and in the staff handbook; in addition staff can access required policies in the agency's office.

Discussions with the manager and administrative staff, and documentation viewed indicated that the agency's governance arrangements promote the identification and management of risk. These include the provision of required policies and procedures, monitoring of staff training, registration status of staff with the NMC, monitoring of feedback received, complaints, safeguarding referrals, accidents and incidents including those notifiable to RQIA.

The agency's complaints policy outlines the process and timescales for managing complaints; records viewed indicated that the agency has not received any complaints relating to registered nurses since the previous inspection. Discussions with the manager demonstrated that they had a clear understanding of the agency's complaints procedure and the process for effectively managing complaints. The manager stated that staff are provided with information during their induction programme in relation to handling complaints.

The agency has a system for recording details of complaints received and the actions taken, and for reviewing complaints on a monthly basis as part of the quality monitoring process.

The agency's incident policy outlines the process for managing incidents and the reporting arrangements for RQIA and other relevant agencies. It was identified that the agency has a system for retaining a record of accidents, incidents and safeguarding referrals made and of actions taken. No incidents have been reported to RQIA in relation to registered nurses since the previous care inspection.

It was identified that the agency has management and governance systems in place to drive quality improvement. The agency's arrangements for the ongoing monitoring of incidents and complaints were reviewed. The manager stated that the agency has a process for continually reviewing the service provided to identify areas for improving the quality of the service.

Electronic and paper records viewed by the inspector provided evidence of appropriate staff induction, training, supervision and appraisal. The agency has a system for recording staff training and a compliance system for identifying training needs of staff provided and for reviewing the registration of staff with the appropriate regulatory body. It was identified that staff are required to complete annual updates of all mandatory training with the exception of fire training which is updated six monthly and moving and handling which is completed every 18 months.

The organisational and management structure of the agency identifies lines of accountability and the roles and responsibilities of staff. It was identified that registered nurses are provided with a job description at the commencement of employment which outlines the responsibilities of their job role. Staff are required to highlight areas of expertise and in addition areas where they feel that they need additional training.

The agency's Statement of Purpose and Service User Guide are kept under review. It was identified that the records were required to be reviewed to include the updated contact details for RQIA; assurances were provided to the inspector that this would be actioned immediately following the inspection.

Discussion with the manager, the HR manager and administrative staff provided evidence that the agency promotes effective collaborative working relationships with service users.

On the date of inspection the RQIA certificate of registration was displayed appropriately and was reflective of the service provided.

Areas of good practice

Areas of good practice were identified in relation to the agency's policies and procedures, governance arrangements, engagement with stakeholders, monitoring of compliance and the processes for monitoring of complaints and incidents.

Areas for improvement

No areas for improvement were identified during the inspection.

	Regulations	Standards
Total number of areas for improvement	0	0

7.0 Quality improvement plan

There were no areas for improvement identified during this inspection, and a QIP is not required or included, as part of this inspection report.



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