

Announced Care Inspection Report 24 October 2016



Springhill Dental Surgery

Type of service: Independent Hospital (IH) – Dental Treatment

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Inspector: Gerry Colgan

www.rgia.org.uk

Assurance, Challenge and Improvement in Health and Social Care

1.0 Summary

An announced inspection of Springhill Dental Surgery took place on the 24 of October 2016 from start time 10.00 to 12.45.

The inspection sought to assess progress with any issues raised during and since the last dental inspection and to determine if the practice was delivering safe, effective and compassionate care and if the service was well led.

Is care safe?

Observations made, review of documentation and discussion with Mrs Linzi Crawford, registered manager and staff demonstrated that further development is needed to ensure that care provided to patients is safe and avoids and prevents harm. Areas reviewed included staffing, recruitment and selection, safeguarding, management of medical emergencies, infection prevention control and decontamination, radiology and the general environment. Three recommendations have been made in relation to recruitment and selection, decontamination and radiography. In addition one recommendation relating to the recruitment policy and procedure has been stated for a second time.

Is care effective?

Observations made, review of documentation and discussion with Mrs Crawford and staff demonstrated that systems and processes were in place to ensure that care provided in the establishment was effective. Areas reviewed included clinical records, health promotion, audits and communication. No requirements or recommendations have been made.

Is care compassionate?

Observations made, review of documentation and discussion with Mrs Crawford and staff demonstrated that arrangements are in place to promote patients' dignity, respect and involvement in decision making. No requirements or recommendations have been made.

Is the service well led?

Information gathered during the inspection evidenced that there was effective leadership and governance arrangements in place which creates a culture focused on the needs of patients in order to deliver safe, effective and compassionate care. Areas reviewed included organisational and staff working arrangements, the arrangements for policy and risk assessment reviews, the arrangements for dealing with complaints, incidents and alerts, insurance arrangements and the registered provider's understanding of their role and responsibility in accordance with legislation. One recommendation has been made in respect of further developing the incident policy to include reporting arrangements to the RQIA.

This inspection was underpinned by The Independent Health Care Regulations (Northern Ireland) 2005, The Regulation and Improvement Authority (Independent Health Care) (Fees and Frequency of Inspections) (Amendment) Regulations (Northern Ireland) 2011 and the Department of Health, Social Services and Public Safety (DHSSPS) Minimum Standards for Dental Care and Treatment (2011).

While we assess the quality of services provided against regulations and associated DHSSPS care standards, we do not assess the quality of dentistry provided by individual dentists.

1.1 Inspection outcome

	Requirements	Recommendations
Total number of requirements and recommendations made at this inspection	0	4

Details of the Quality Improvement Plan (QIP) within this report were discussed with Mrs Linzi Crawford, registered manager as part of the inspection process. The timescales for completion commence from the date of inspection.

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

1.2 Actions/enforcement taken following the most recent care inspection

Other than those actions detailed in the QIP there were no further actions required to be taken following the most recent inspection on 24 November 2015.

2.0 Service details

Registered organisation/registered person: Oasis Dental Care Mr David Andrew Relf	Registered manager: Mrs Linzi Crawford
Person in charge of the practice at the time of inspection: Mrs Linzi Crawford.	Date manager registered: 9 June 2016
Categories of care: Independent Hospital (IH) – Dental Treatment	Number of registered places: 5

3.0 Methods/processes

Questionnaires were provided to patients and staff prior to the inspection by the practice on behalf of the RQIA. Prior to inspection we analysed the following records: staffing information, complaints declaration and returned completed patient and staff questionnaires.

During the inspection the inspector met with Mrs Crawford, a dentist, a dental nurse and a receptionist. A tour of the premises was also undertaken.

Records were examined during the inspection in relation to the following areas:

- staffing
- recruitment and selection
- safeguarding
- management of medical emergencies
- infection prevention and control
- radiography
- clinical record recording arrangements
- health promotion
- management and governance arrangements
- maintenance arrangements

4.0 The inspection

4.1 Review of requirements and recommendations from the most recent inspection dated 24/ November 2015

The most recent inspection of the establishment were announced pre-registration care and estates inspections which were undertaken on 24 November 2015 and 08 January 2016 respectively. The completed QIPs were returned and approved by the care and estates inspectors. Following this, on receipt of outstanding information required in relation to estates issues, registration of the practice was approved on the 9 June 2016.

4.2 Review of requirements and recommendations from the last care inspection dated 24 November 2015

Last care inspection recommendations		Validation of compliance
Recommendation1 Ref. Standard 1 Stated First time	It is recommended that the statement of purpose should be amended to reflect the identity of the practice manager and also state the name of the new dental practice.	Met
	Action taken as confirmed during the inspection: The amended statement of purpose was available and up to date at the time of inspection.	

<p>Recommendation 2</p> <p>Ref: Standard 1</p> <p>Stated: First time</p>	<p>It is recommended that a patient guide is made available for patients and is fully reflective of the key areas and themes specified in regulation 8 of The Independent Health Care Regulations (Northern Ireland) 2005.</p>	<p>Met</p>
<p>Action taken as confirmed during the inspection:</p> <p>The new patient guide was available and up to date at the time of inspection.</p>		
<p>Recommendation 3</p> <p>Ref: Standard 11.1</p> <p>Stated: First time</p>	<p>It is recommended that the recruitment and selection policy is further developed to ensure the policy is reflective of The Independent Health Care Regulations (Northern Ireland) 2005, Regulation 19 (2) Schedule 2.</p>	<p>Partially Met</p>
<p>Action taken as confirmed during the inspection:</p> <p>Review of the recruitment and selection policy identified that further development is needed to include the provision of a criminal declaration made by the applicant.</p> <p>This recommendation is partially met and has been stated for a second time.</p>		
<p>Recommendation 4</p> <p>Ref: Standard 12.4</p> <p>Stated: First time</p>	<p>It is recommended that the management of medical emergency policy is further developed to state the location of the emergency medication and equipment in the dental practice.</p>	<p>Met</p>
<p>Action taken as confirmed during the inspection:</p> <p>The location of the emergency equipment was clearly signed and reflected in the medical emergency policy at the time of inspection.</p>		

4.3 Is care safe?

Staffing

Five dental surgeries are in operation in this practice. Discussion with staff and a review of completed patient and staff questionnaires demonstrated that there was sufficient numbers of staff in various roles to fulfil the needs of the practice and patients.

Induction programme templates were in place relevant to specific roles and responsibilities. A sample of three staff files evidenced that induction programmes had been completed when new staff joined the practice.

Procedures were in place for appraising staff performance and staff confirmed that appraisals had taken place. Staff confirmed that they felt supported and involved in discussions about their personal development. A review of a sample of three files evidenced that appraisals had been completed on an annual basis. There was a system in place to ensure that all staff receive appropriate training to fulfil the duties of their role.

A review of records confirmed that a robust system was in place to review the General Dental Council (GDC) registration status and professional indemnity of all clinical staff.

Recruitment and selection

A review of the submitted staffing information and discussion with Mrs Crawford confirmed that two staff have been recruited since the previous inspection. A review of the personnel files for these staff demonstrated that relevant information as outlined in Schedule 2 of The Independent Health Care Regulations (Northern Ireland) 2005 has been sought and retained with the exception of a criminal conviction declaration for each staff member. A recommendation has been made in this regard.

As previously stated a recommendation has been made for a second time to further develop the recruitment policy and procedure to ensure the recruitment policy is reflective of the requirements as outlined in Schedule 2 of the Independent Health Care Regulations (Northern Ireland) 2005. Mrs Crawford confirmed that Oasis Dental Care are to develop a new recruitment and selection policy in this regard.

Safeguarding

Staff spoken with were aware of the types and indicators of abuse and the actions to be taken in the event of a safeguarding issue being identified, including who the nominated safeguarding lead was.

Review of records demonstrated that all staff had received training in safeguarding children and adults as outlined in the Minimum Standards for Dental Care and Treatment 2011.

Policies and procedures were in place for the safeguarding and protection of adults and children at risk of harm. The policy included the types and indicators of abuse and distinct referral pathways in the event of a safeguarding issue arising with an adult or child. The relevant contact details for onward referral to the local Health and Social Care Trust should a safeguarding issue arise were included.

Management of medical emergencies

A review of medical emergency arrangements evidenced that emergency medicines were provided in keeping with the British National Formulary (BNF), and that emergency equipment as recommended by the Resuscitation Council (UK) guidelines was retained. A robust system was in place to ensure that emergency medicines and equipment do not exceed their expiry date. There was an identified individual with responsibility for checking emergency medicines and equipment.

Review of training records and discussion with staff confirmed that the management of medical emergencies is included in the induction programme and training is updated on an annual basis in keeping with best practice guidance.

Discussion with staff demonstrated that they have a good understanding of the actions to be taken in the event of a medical emergency and the location of medical emergency medicines and equipment.

The policy for the management of medical emergencies reflected best practice guidance. Protocols were available for staff reference outlining the local procedure for dealing with the various medical emergencies.

Infection prevention control and decontamination procedures

Clinical and decontamination areas were tidy and uncluttered and work surfaces were intact and easy to clean. Fixtures, fittings, dental chairs and equipment were free from damage, dust and visible dirt. Staff were observed to be adhering to best practice in terms of the uniform and hand hygiene policies.

Discussion with staff demonstrated that they had an understanding of infection prevention and control policies and procedures and were aware of their roles and responsibilities. Staff confirmed that they have received training in infection prevention and control and decontamination in keeping with best practice. Training records were available for inspection.

There was a nominated lead who had responsibility for infection control and decontamination in the practice.

A decontamination room separate from patient treatment areas and dedicated to the decontamination process was available. Appropriate equipment, including two washer disinfectors and two steam sterilisers have been provided to meet the practice requirements. An illuminated magnifier was not provided for the inspection of instruments following processing in the washer disinfection, a recommendation was made in this regard.

A review of documentation evidenced that equipment used in the decontamination process has been appropriately validated. A review of equipment logbooks evidenced that periodic tests are undertaken and recorded in keeping with Health Technical Memorandum (HTM) 01-05 Decontamination in primary care dental practices.

It was confirmed that the practice continues to audit compliance with HTM 01-05 using the Infection Prevention Society (IPS) audit tool. The most recent IPS audit was completed during June 2016.

A range of policies and procedures were in place in relation to decontamination and infection prevention and control.

Radiography

The practice has five surgeries, each of which has an intra-oral x-ray machine.

A dedicated radiation protection file containing the relevant local rules, employer's procedures and other additional information was retained. A review of the file confirmed that staff have been authorised by the radiation protection supervisor (RPS) for their relevant duties and have received local training in relation to these duties. It was evidenced that all measures are taken to optimise dose exposure. This included the use of rectangular collimation and x-ray audits

A copy of the local rules was on display near each x-ray machine and appropriate staff had signed to confirm that they had read and understood these.

A copy of the local rules was on display near each x-ray machine and appropriate staff had signed to confirm that they had read and understood these, with the exception of one staff member. A recommendation was made to ensure all relevant staff read and sign the local rules to confirm that they have read and understood these.

Staff spoken with demonstrated sound knowledge of the local rules and associated practice.

The radiation protection advisor (RPA) completes a quality assurance check every three years. Review of the report of the most recent visit by the RPA demonstrated that the recommendations made have been addressed.

The x-ray equipment has been serviced in November 2015 and maintained in accordance with manufacturer's instructions.

Quality assurance systems and processes were in place to ensure that all matters relating to x-rays reflect legislative and best practice guidance.

Environment

The environment was maintained to a high standard of maintenance and décor.

Detailed cleaning schedules were in place for all areas which were signed on completion. A colour coded cleaning system was in place.

Arrangements are in place for maintaining the environment. Mrs Crawford confirmed that the gas heating system was checked the week prior to inspection so the certificate had not been received as yet. Fire detection and firefighting equipment was last checked in November 2015 as was the fixed electrical wiring installation.

A legionella risk assessment was last undertaken in December 2016 and water temperature is monitored and recorded as recommended.

A fire risk assessment had been undertaken and staff confirmed fire training and fire drills had been completed. Staff demonstrated that they were aware of the action to take in the event of a fire.

A written scheme of examination of pressure vessels was also available at inspection

Patient and staff views

Seven patients submitted questionnaire responses to RQIA. All indicated that they felt safe and protected from harm. No comments were included in submitted questionnaire responses.

Four staff submitted questionnaire responses. All indicated that they felt that patients are safe and protected from harm. Staff spoken with during the inspection concurred with this. No comments were included in submitted questionnaire responses.

Areas for improvement

The recruitment and selection policy should be further developed to comply with Schedule 2 of the Independent Health Care Regulations (Northern Ireland) 2005.

A criminal conviction declaration should be provided by any new staff member and be retained in the staff member's personnel file. A criminal conviction declaration should be provided for the two staff members recruited since the previous inspection.

An illuminated magnifier should be provided in the decontamination room.

The radiation protection local rules, should be signed by all relevant staff to confirm they had read this documentation.

Number of requirements	0	Number of recommendations	3
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4.4 Is care effective?

Clinical records

Staff spoken with confirmed that clinical records are updated contemporaneously during each patient's treatment session in accordance with best practice.

Routine dental examinations include a review of medical history, a check for gum disease and oral cancers and it was confirmed that treatment plans are developed in consultation with patients. It was confirmed that patients are informed about the cost of treatments, choices and options.

Springhill Dental Practice use electronic records. These electronic records have different levels of access afforded to staff dependent on their role and responsibilities. Appropriate systems and processes were in place for the management of records and maintaining patient confidentiality.

Policies were available in relation to records management, data protection and confidentiality and consent. The records management policy includes the arrangements in regards to the creation, storage, recording, retention and disposal of records and data protection. The policy is in keeping with legislation and best practice guidance.

The practice is registered with the Information Commissioner's Office (ICO) and a Freedom of Information Publication Scheme has been established.

Health promotion

The practice has a strategy for the promotion of oral health and hygiene. Mrs Crawford and staff confirmed that oral health is actively promoted on an individual basis during treatment sessions by both the dentists and the dental hygienist. A range of oral health promotion leaflets were available at reception and the patients waiting area. A range of oral healthcare products were available to purchase.

The practice manager is also an oral health educator who delivers an outreach service to Surestart in the community on a three monthly basis.

Audits

There were arrangements in place to monitor, audit and review the effectiveness and quality of care delivered to patients at appropriate intervals which included:

- X-ray quality grading
- X-ray justification and clinical evaluation recording
- IPS HTM 01-05 compliance
- Clinical prescriptions
- Patient satisfaction and feedback

Communication

Clinical staff confirmed that arrangements are in place for onward referral in respect of specialist treatments and template referral letters have been established.

Staff meetings are held on a monthly basis to discuss clinical and practice management issues. Review of documentation demonstrated that minutes of staff meetings are retained. Staff spoken with confirmed that meetings also facilitated informal in house training sessions.

Staff confirmed that there are good working relationships and there is an open and transparent culture within the practice.

Patient and staff views

All of the seven patients who submitted questionnaire responses indicated that they get the right care, at the right time and with the best outcome for them. Comments provided included the following:

- I have never had any problems. When treatment has been required all options have been fully explained at the outset and throughout.

The four submitted staff questionnaire responses indicated that they felt that patients get the right care, at the right time and with the best outcome for them. Staff spoken with during the inspection concurred with this. Comments provided included the following:

- A very busy practice but everything is done to make sure the patients are seen as soon as possible

No areas for improvement were identified during the inspection.

Number of requirements	0	Number of recommendations	0
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4.5 Is care compassionate?

Dignity, respect and involvement in decision making

Staff spoken with demonstrated a good understanding of the core values of privacy, dignity, respect and patient choice. Staff confirmed that if they needed to speak privately with a patient that arrangements are provided to ensure the patient's privacy is respected. Staff were observed to converse with patients and conduct telephone enquiries in a professional and confidential manner.

The importance of emotional support needed when delivering care to patients who were very nervous or fearful of dental treatment was clear.

It was confirmed that treatment options, including the risks and benefits, were discussed with each patient. This ensured patients understood what treatment is available to them and can make an informed choice. Staff demonstrated how consent would be obtained.

The practice undertakes patient satisfaction surveys on an annual basis. Review of the most recent patient satisfaction report demonstrated that the practice pro-actively seeks the views of patients about the quality of treatment and other services provided. Patient feedback whether constructive or critical, is used by the practice to improve, as appropriate.

A policy and procedure was in place in relation to confidentiality which included the arrangements for respecting patient's privacy, dignity and providing compassionate care and treatment.

Patient and staff views

All of the seven patients who submitted questionnaire responses indicated that they are treated with dignity and respect and are involved in decision making affecting their care. Comments provided were relayed to Mrs Crawford at feedback, one patient mentioned a member of staff by name stating they were compassionate with very high standards.

Four submitted staff questionnaire responses indicated that they feel that patients are treated with dignity and respect and are involved in decision making affecting their care. Staff spoken with during the inspection concurred with this. Comments provided included the following

- The patient comes first.

No areas for improvement were identified during the inspection.

Number of requirements	0	Number of recommendations	0
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4.6 Is the service well led?

Management and governance arrangements

There was a clear organisational structure within the practice and staff were able to describe their roles and responsibilities and were aware of who to speak to if they had a concern. Staff confirmed that there were good working relationships and that management were responsive to any suggestions or concerns raised.

There was a nominated individual with overall responsibility for the day to day management of the practice.

Policies and procedures were available for staff reference. Observations made confirmed that policies and procedures were indexed, dated and systematically reviewed on a yearly basis. Staff spoken with were aware of the policies and how to access them.

Arrangements were in place to review risk assessments.

A copy of the complaints procedure was available in the practice. Staff demonstrated a good awareness of complaints management. A complaints questionnaire was forwarded by RQIA to the practice for completion. The returned questionnaire indicated that no complaints have been received for the period 1 April 2015 to 31 March 2016.

A system was in place to ensure that notifiable events were investigated. Review of the incident policy identified that the policy did not provide clear guidance for onward reporting to RQIA and/or other relevant bodies as appropriate. Advice was provided and a recommendation was made in this regard.

A system was also in place to ensure that urgent communications, safety alerts and notices are reviewed and where appropriate, made available to key staff in a timely manner.

Mrs Crawford confirmed that arrangements were in place to monitor, audit and review the effectiveness and quality of care delivered to patients at appropriate intervals. If required an action plan is developed and embedded into practice to address any shortfalls identified during the audit process. The on-line patient satisfaction and feedback is used to enhance patient care.

A whistleblowing/raising concerns policy was available. Discussion with staff confirmed that they were aware of who to contact if they had a concern.

The registered manager demonstrated a clear understanding of their role and responsibility in accordance with legislation. Information requested by RQIA has been submitted within specified timeframes. It was confirmed that the Statement of Purpose and Patient's Guide are kept under review, revised and updated when necessary and available on request.

The RQIA certificate of registration was up to date and displayed appropriately.

Observation of insurance documentation confirmed that current insurance policies were in place.

Patient and staff views

All of the seven patients who submitted questionnaire responses indicated that they feel that the service is well managed. No comments were included in submitted questionnaire responses.

The four submitted staff questionnaire responses indicated that they feel that the service is well led. Staff spoken with during the inspection concurred with this. Comments provided included the following:

- If we are ever unsure about an issue/policy we are able to ask the practice manager

Areas for improvement

Update the incident policy to reflect the reporting arrangements to RQIA and other relevant bodies.

Number of requirements	0	Number of recommendations	1
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5.0 Quality improvement plan

Any issues identified during this inspection are detailed in the QIP. Details of the QIP were discussed with Mrs Linzi Crawford, registered manager, as part of the inspection process. The timescales commence from the date of inspection.

The registered provider/manager should note that failure to comply with regulations may lead to further enforcement action including possible prosecution for offences. It is the responsibility of the registered provider to ensure that all requirements and recommendations contained within the QIP are addressed within the specified timescales.

Matters to be addressed as a result of this inspection are set in the context of the current registration of the dental practice. The registration is not transferable so that in the event of any future application to alter, extend or to sell the premises RQIA would apply standards current at the time of that application.

5.1 Statutory requirements

This section outlines the actions which must be taken so that the registered provider meets legislative requirements based on The Independent Health Care Regulations (Northern Ireland) 2005.

5.2 Recommendations

This section outlines the recommended actions based on research, recognised sources and DHSSPS Minimum Standards for Dental Care and Treatment (2011). They promote current good practice and if adopted by the registered provider/manager may enhance service, quality and delivery.

5.3 Actions to be taken by the registered provider

The QIP should be completed and detail the actions taken to meet the legislative requirements and recommendations stated. The registered provider should confirm that these actions have been completed and return the completed QIP to independent.healthcare@rqia.org.uk for assessment by the inspector.

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 registered provider from their responsibility for maintaining compliance with the regulations and standards. It is expected that the requirements and recommendations outlined in this report will provide the registered provider with the necessary information to assist them to fulfil their responsibilities and enhance practice within the service.

Quality Improvement Plan

Recommendations

<p>Recommendation 1</p> <p>Ref: standard 11.1</p> <p>Stated: Second time</p> <p>To be completed by: 31 December 2016</p>	<p>It is recommended that the recruitment and selection policy is further developed to ensure the policy is reflective of The Independent Health Care Regulations (Northern Ireland) 2005, Regulation 19 (2) Schedule 2.</p>
	<p>Response by registered provider detailing the actions taken: New policy in place and adhered to</p>
<p>Recommendation 2</p> <p>Ref: standard 11.1</p> <p>Stated: First time</p> <p>To be completed by: 31 December 2016</p>	<p>The registered person must ensure that a criminal conviction declaration is provided by any new staff member and be retained in the staff member's personnel file.</p> <p>A criminal conviction declaration should be provided for the two staff members recruited since the previous inspection.</p>
	<p>Response by registered provider detailing the actions taken: Signed documentation now available on site within personnel files</p>
<p>Recommendation 3</p> <p>Ref: Standard 13.2</p> <p>Stated: First time</p> <p>To be completed by: 30 November 2016</p>	<p>An illuminated magnifier should be provided in the decontamination room, and positioned in accordance with HTM 01-05 to ensure the dirty to clean flow in the decontamination process is not interrupted.</p>
	<p>Response by registered provider detailing the actions taken: Illuminated magnifier has been put in place in the decontamination room</p>
<p>Recommendation 4</p> <p>Ref: Standard 8.4</p> <p>Stated: First time</p> <p>To be completed by: 30 November 2016</p>	<p>The radiation protection local rules, should be signed by all relevant staff to confirm they had read this documentation.</p>
	<p>Response by registered provider detailing the actions taken: Updated radiation protection rules signed by relevant staff.</p>

Recommendation 5 Ref: Standard 14.7	The incident policy should be further developed to clearly state the reporting arrangements to RQIA and other relevant bodies. Relevant staff should be aware of their responsibility in this regard.
Stated: First time To be completed by: 30 November 2016	Response by registered provider detailing the actions taken: Updated policy includes guidelines for reporting to RQIA and other relevant bodies.

Please ensure this document is completed in full and returned to independent.healthcare@rqia.org.uk from the authorised email address



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