

Drs Taylor Bacon & Wrigley

Quality Report

Almond Road Surgery,
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Date of inspection visit: 23/12/2015

Date of publication: 04/02/2016

This report describes our judgement of the quality of care at this service. It is based on a combination of what we found when we inspected, information from our ongoing monitoring of data about services and information given to us from the provider, patients, the public and other organisations.

Ratings

Overall rating for this service

Good



Are services safe?

Good



Summary of findings

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Overall summary

Letter from the Chief Inspector of General Practice

We carried out an announced comprehensive inspection of this practice on 29 June 2015. A breach of legal requirements was found.

Regulation 19 HSCA (RA) Regulations 2014 Fit and proper persons' employed.

The provider did not have an effective recruitment process in place. Staff were employed without relevant back ground checks being carried out. Proof of identification was not available for all staff which corresponds to regulation 19 (2) of the Health and social Care Act 2008 (Regulated Activities) Regulations 2014.

The provider had not ensured that clinical staff were employed with a Disclosure and Barring service (DBS) check and that all relevant background checks were carried out, including on the locum staff and non-clinical staff who carried out chaperone duties.

After the comprehensive inspection, the practice wrote to us to say what they would do to meet legal requirements in relation to ensuring robust processes were in place for the recruitment of staff.

We undertook this focused inspection to check that they had followed their plan and to confirm that they now met legal requirements. This report only covers our findings in relation to those requirements. You can read the report from our last comprehensive inspection, by selecting the 'all reports' link for on our website at www.cqc.org.uk

Professor Steve Field (CBE FRCP FFPH FRCGP)
Chief Inspector of General Practice

Summary of findings

The five questions we ask and what we found

We always ask the following five questions of services.

Are services safe?

At the last inspection on 29 June 2015 we had a concern that the provider had not ensured that clinical staff were employed with a Disclosure and Barring service (DBS) check and that all relevant background checks were carried out, including on the locum staff and non-clinical staff who carried out chaperone duties.

Since the last inspection the provider had taken the appropriate action and had provided evidence of all DBS certificate numbers for the staff who acted as chaperones. The Practice Manager had kept a spreadsheet for future reference. This action ensured patients were effectively safe and that the practice had employed fit and proper persons.

Good



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Detailed findings

Why we carried out this inspection

As a result of the last inspection in June 2015 we had one concern and made a requirement notice. This was made because the provider had not ensured that robust systems were in place to ensure that clinical staff were employed

with a Disclosure and Barring service (DBS) check and that all relevant background checks were carried out and documented, including on locum staff and non-clinical staff who carried out chaperone duties.

How we carried out this inspection

We reviewed information given to us by the practice.

We have not visited Almond Road surgery as part of this review.

Are services safe?

Our findings

At the last inspection on 29 June 2015 we had one concern and issued a requirement notice. We found that the provider had not ensured that staff were suitable to carry out the work they were employed to do. They had not ensured that clinical staff were employed with a Disclosure and Barring service (DBS) check and that all relevant background checks had been carried out including on the locum staff and on the non-clinical staff who carried out chaperone duties.

Since the last inspection we received an action plan from the provider on 11 August 2015 informing us of the action they would take to ensure that patients were safe. On 23 December 2015 the provider confirmed that they had taken appropriate action to ensure that all staff who were chaperone trained and acted as chaperones had received a

DBS check and that the certificate numbers were documented by the practice. Locum GPs professional registrations and indemnity insurance were checked prior to commencing employment and the checks were documented and kept by the practice.

There were areas that the provider should improve and during the review the provider additionally sent evidence of a recent infection prevention and control audit, a legionella risk assessment, up to date staff training schedules, a new recruitment check list which ensured all aspects of the practice recruitment policy was covered during the recruitment of new staff and a copy of their reviewed recruitment policy. In addition we saw a copy of the portable appliance testing (PAT) schedule and certificate.

These actions ensured that patients were effectively protected and were safe.