

Alexandra Nursing Home Limited

Alexandra Nursing Home - Poulton-le-Fylde

Inspection report

Moorland Road
Poulton Le Fylde
Lancashire
FY6 7EU

Tel: 01253893313

Date of inspection visit:
14 July 2020

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07 August 2020

Ratings

Overall rating for this service	Inspected but not rated
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Is the service safe?	Inspected but not rated
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Summary of findings

Overall summary

About the service

Alexandra Nursing Home - Poulton-le-Fylde provides residential and nursing care for up to 117 people. The service has three units one with a separate dementia unit which is purpose built. This building adjoins the main home and provides dedicated care for people with a specified dementia condition. At the time of the inspection visit there were 85 people who lived at the home.

People's experience of using this service and what we found

People were protected by suitable procedures for the recruitment of staff. The registered manager had carried out checks to ensure staff had the required knowledge and skills, and were of good character before they were employed at the home. The checks included written references from previous employers. Checks on new care workers had been carried out with the Disclosure and Barring Service (DBS).

For more details, please see the full report which is on the CQC website at www.cqc.org.uk

Rating at last inspection

The last rating for this service was good (published 5 December 2018)

Why we inspected

We undertook this targeted inspection to make sure that the right staff are recruited to support people to stay safe. This was because concerns had been raised with us about recruitment practices. This report only covers our findings in relation to recruitment. The overall rating for the service has not changed following this targeted inspection and remains good. This is because we have not assessed all areas of the key questions.

Follow up

We will continue to monitor information we receive about the service until we return to visit as per our re-inspection programme. If we receive any concerning information we may inspect sooner.

The five questions we ask about services and what we found

We always ask the following five questions of services.

Is the service safe?

At our last inspection we rated this key question good. We have not reviewed the rating at this inspection. This is because we only looked at the parts of this key question, we had specific concerns about.

Inspected but not rated

Alexandra Nursing Home - Poulton-le-Fylde

Detailed findings

Background to this inspection

The inspection

This was a targeted inspection to check on a specific concern we had about recruitment practices within the home

Inspection team

This inspection was carried out by one inspector.

Service and service type

Alexandra Nursing Home - Poulton-le-Fylde is a 'care home'. People in care homes receive accommodation and nursing or personal care as single package under one contractual agreement. CQC regulates both the premises and the care provided.

Notice of inspection

This inspection was unannounced.

What we did before the inspection

We reviewed information we had received about the service since the last inspection. We sought feedback from the local authority and professionals who work with the service. We took this into account when we inspected the service and made judgements in this report. The provider was not asked to complete a provider information return prior to this inspection. This is information we require providers to send us to give some key information about the service, what the service does well and improvements they plan to make.

During the inspection

We spoke with the registered manager and the human resources (HR) co-ordinator. We reviewed the current staff employed list, recent staff leavers list and four staff recruitment records. Additionally, we viewed several

unsuccessful applicants details and the safer recruitment policy.

Is the service safe?

Our findings

Our findings

Safe – this means we looked for evidence that people were protected from abuse and avoidable harm.

At the last inspection this key question was rated as good. At this inspection this key question has remained the same. We have not changed the rating as we have not assessed all of this key question area. We will assess all of the key question at the next comprehensive inspection of the service

The purpose of this inspection was to check on recruitment practices to ensure that the right staff are recruited to support people to stay safe.

Staffing and recruitment

- Recruitment was safe. The registered manager carried out checks on all new staff before they were employed. We discussed how the process could be improved, by ensuring a full employment history was always obtained. The registered manager and HR co-ordinator told us they were aware of the guidance around recruitment and that a full audit of the recruitment files would be completed.
- We saw evidence of supervisions being undertaken where concerns had been raised about staff conduct.
- The HR co-ordinator was able to demonstrate that people's personal documentation was stored appropriately in line with the General Data Protection Regulations (GDPR).
- Checks had been completed for nurses to ensure they were registered with the nursing and midwifery council (NMC). These checks had been repeated regularly to ensure nursing staff were still registered with the NMC and therefore able to practice as a registered nurse.