

Barnard Medical Group

Quality Report

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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 the practice on 25 August 2015. Breaches of legal requirements were found. After the comprehensive inspection, the practice wrote to us to say what they would do to meet the legal requirements in relation to the breaches of regulation 19 (2) of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.

We undertook this focussed inspection on 9 March 2016 to check that they had followed their plan and to confirm that they now met the legal requirements. This inspection did not include a visit to the practice. This report 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 Barnard Medical Group on our website at www.cqc.org.uk.

Overall the practice is rated as Good. Specifically, following the focussed inspection we found the practice to be good for providing safe services.

Our key findings across all the areas we inspected were as follows:

- Systems and processes were in place to keep people safe. The practice had taken steps to ensure risks to patients were assessed and well managed, specifically in relation to staff recruitment.

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?

The practice is rated as good for providing safe services.

Improvements had been made in the way the practice ensured risks to patients were assessed and well managed, specifically in relation to staff recruitment.

Good



Barnard Medical Group

Detailed findings

Why we carried out this inspection

We undertook a focussed desk-based inspection of Barnard Medical Group on 9 March 2016. This is because the service had been identified as not meeting some of the legal requirements and regulations associated with the Health and Social Care Act 2008. Specifically, breaches of regulation 19 (2) Fit and proper persons employed of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 were identified.

At the August 2015 inspection the practice had a recruitment policy, which specified checks that must be carried out prior to new staff being employed. However the six staff files we reviewed showed that appropriate recruitment checks were not consistently undertaken prior to employment. For example, we saw gaps in the obtaining of references, completion of the appropriate DBS checks and completion of induction checklists for new recruits.

This inspection was carried out to check that improvements to meet legal requirements planned by the practice after our comprehensive inspection on 25 August 2015 had been made. We inspected the practice against one of the five questions we ask about services: is the service safe.

Are services safe?

Our findings

Overview of safety systems and processes

The practice had taken steps to mitigate the risks to patients in relation to recruitment. It had devised a matrix listing all components of the practice recruitment protocol in line with the regulations. The practice told us this was to ensure all components were completed before

employment began and that the evidence would be filed in staff records. Staff would confirm that the procedure had been followed and the matrix completed at the new member of staff's three monthly probation review.

We were provided with a copy of the matrix, but were unable to review how it had been used as no new staff had been recruited in the intervening period between the August inspection and this one.