

Risk ID: 3337	Risk owner: Morris, Christopher	Risk handler: Morris, Christopher
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Directorate: Luton Community	Date recorded: 03/03/2021
Specialty: Adult Services (Luton)	Anticipated completion date: 30/04/2022
Clinical Group: Integrated DN Service	Risk committee: Adult's Clinical Operational Board

Risk Title: Clinical staffing capacity

Principle Trust Objective: Be an excellent employer, Be a sustainable organisation, Provide outstanding care	Source of Risk: Review of incidents/complaints/patient experience
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Risk description:
There is a risk that if the service is unable to achieve a level of staff capacity required it may not be able to maintain services to meet its commitment to providing the level of support and training deemed required that supports both high quality services and positive staff well-being.

Progress update:
[Morris, Christopher 13/10/21 12:36:28] Staff have as requested been providing suggestions in relation to the review of patients where they believe the level of capacity being utilised could be reduced. Senior Clinical service manager has developed and commenced an action plan to review the wider caseload again with a primary focus of assuring capacity is being used appropriately.

Risk Grading:			
	L	C	
Initial:			16
Current:	Likely - 4	Major - 4	16
Target:	Unlikely - 2	Major - 4	8

Risk level Current: Extreme	Last Review Date: 13/10/2021
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Significant Hazards:
The inability to recruit staff through a regular pipeline meaning that the desired / required staffing levels are not achieved leading to further pressure on retaining staff.

Controls in place:

- > Introduction of a contractual arrangement with an agency to find staff to be recruited into the service permanently (finders arrangement)
- > review and update of both newly qualified and wider nursing adverts
- > Commencing of a social media approach to recruitment supported by the Luton Communication partner
- > Making arrangements with the universities to scope out best way to engage with potential new recruits (nurse training cohort) in conjunction with Trust
- > Regular review of the Covid Risk assessments
- > Review of activity data for DN and RR to identify peak demand times and review against available capacity to support rota planning and best use of resources.

Risk ID: 3254	Risk owner: Peberdy, John	Risk handler: Harwin, Simon	Risk Grading:		
Directorate: Children and Young Peoples Services	Date recorded: 02/10/2020			L	C
Specialty: CYPS Trustwide (Risk Register Only)	Anticipated completion date: 31/12/2021		Initial:		12
Clinical Group: Trust Wide	Risk committee: Children's and Young People Clinical Operational Board		Current:	Likely - 4	Major - 4 16
Risk Title: Covid-19: Impact on Service Delivery across CYPS			Target:	Rare - 1	Major - 4 4
Principle Trust Objective: Provide outstanding care		Source of Risk: Risk assessment	Risk level Current: Extreme		Last Review Date: 20/10/2021
Risk description: There is a risk that service delivery will be significantly impacted by the pandemic leading to potential detrimental impacts on the health and wellbeing of children and young people.		Significant Hazards: There are now 3 primary causes: - A surge in service demand; - Increased staff sickness/ absence caused by Covid 19 symptoms, isolation requirements or parental responsibilities; - National or local incidents of Covid 19 impacting on service delivery;			
Progress update: [Peberdy, John 20/10/21 15:22:30] Risk reviewed and should remain at 16. Staff absent across the Trust from work through sickness or self-isolation is 5% in Beds, 8% in Luton, 9% in Cambs and 9% in Norfolk.		Controls in place: - 0300 SPoA's established for all CYP services with clinical pathways defined in each of the Trust's geographies; - Restoration plans are reviewed regularly by each service with flexibility to phase services up and down as required; - A clinical priority system is in place for all services ensuring clinical needs are addressed appropriately; - Website updated clearly detailing resources and service access points; - Social media campaigns in place; - Workstreams are in place to ensure children and young people with an EHCP and/or complex needs receive the services they require; and - Where a Practitioner is concerned, considers a safe option to attend the child's home/school with appropriate social distance/PPE - QIA's completed and considered/agreed at Ethics Consideration meeting			

Risk ID: 3250	Risk owner: Shulver, Debbie	Risk handler: Shulver, Debbie
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Directorate: Trustwide	Date recorded: 04/09/2020
Specialty: Safeguarding	Anticipated completion date: 31/12/2021
Clinical Group: Trust Wide	Risk committee: Adult's Clinical Operational Board, Children's and Young People Clinical Operational Board, Strategic Safeguarding Group

Risk Title: Emotional impact of work force when exposed to high risk safeguarding incident

Principle Trust Objective: Be an excellent employer	Source of Risk: Risk assessment
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Risk description:
There is a risk that staff who have exposure to high risk safeguarding incidents will experience vicarious trauma, which may have negative impact on their psychological well being. This could result in increase in sickness & retention rates.

Progress update:
[Shulver, Debbie 29/10/21 13:49:12] Risk reviewed and remains the same.

Risk Grading:

	L	C	
Initial:			12
Current:	Likely - 4	Major - 4	16
Target:	Possible - 3	Minor - 2	6

Risk level Current: Extreme	Last Review Date: 29/10/2021
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Significant Hazards:
increase in staff exposure to high risk safeguarding incidents both from services users & colleagues experiencing domestic abuse/violence alongside unintended consequences of decision made with respect to practice change as a result of Covid 19 pandemic management plan

Controls in place:
Individual risk assessments & reasonable adjustments completed for all staff which are under continued review via 1:1 management
Access to health & wellbeing service support inclusive of access to counselling provisions & occupational health
Specialist safeguarding supervision in place
Limited access to additional specialist psychological support
Incident management process places emphasis on learning & not blaming or fault finding, always considerate of professional support at both practice level and required emotional impact support

Risk ID: 3227	Risk owner: Howard, Kate	Risk handler: Shulver, Debbie	Risk Grading:		
Directorate: Trustwide	Date recorded: 03/08/2020			L	C
Specialty: Chief Nurse Directorate	Anticipated completion date: 31/12/2021		Initial:		12
Clinical Group: Trust Wide	Risk committee: Adult's Clinical Operational Board, Children's and Young People Clinical Operational Board, Quality Improvement and Safety Committee. Strategic Safeguarding Group		Current:	Likely - 4	Major - 4 16
Risk Title: Surge of safeguarding enquiries			Target:	Rare - 1	Major - 4 4
Principle Trust Objective: Collaborate with others, Provide outstanding care		Source of Risk: Risk assessment	Risk level Current: Extreme		Last Review Date: 19/10/2021
Risk description: There is a risk services will not have the capacity to provide timely and effective response to children & adult safeguarding enquiries during the pandemic. This may result in a failure to support multiagency decision making to assess actual or likely risk of significant harm and provide timely intervention to promote the wellbeing and protect children/young people and adults at risk of harm.	<p>Significant Hazards: Peak demand in safeguarding activities will result in a challenge to provide timely and effective assessments & interventions to mitigate harm to children & adults at risk Alongside reduction in staff competent to undertake this work due to significant number of staff vacancies</p> <p>Controls in place: Safeguarding surge needs to be managed by systems wide approach this cannot be addressed in isolation Request immediate assurance that the anticipated surge in safeguarding enquiries is a key focus of the existing systems wide Covid 19 pandemic Incident Management process inclusive of commissioners & other health providers The internal safeguarding team has been reviewed and resource has been increased in order to provide extra support for adult safeguarding work. Inform strategic health and safeguarding partnership decision making process and implementation of agreed safeguarding processes Develop and implement mechanism for early alert to emerging demand and capacity issues to facilitate timely and effective response Step up frequency of analysis safeguarding activity monitoring at local operational and central Trust wide levels, inclusive of MASH, MARAC, CPMA (inclusive of NAI) Adult safeguarding concerns raised by CCS professionals & Adult safeguarding enquiries inclusive of Provider Lead and Section 42 enquiries Consider the need to capture HCP & Specialist Children's Services & Luton Adult's safeguarding activities inclusive of reports & participation in meetings as safeguarding partnership agreements. Consider the need to step back to essential service provision for specific Children & Adult Services Trust wide as part of strategised response to manage safeguarding enquiries and timely effective interventions, as part of our safeguarding partnership systems responsibility. Develop mechanism for efficient and responsive communication system; to ensure that all professionals are made aware of their service and individual responsibilities to participate in safeguarding enquiries as integral to clinical responsibilities and timely communication of any change to existing internal or external safeguarding processes. Enhance ease of access to specialist safeguarding professional expertise for advice guidance, supervision to support case management and escalation as required, this may will require redeployment of professional to support MASH/MARAC operational processes Awareness and support for staff who may be subjected to vicarious trauma. Increase need for both line management and specialist psychological support Service Director meetings to explore Trust wide options. Demand & capacity work to inform increases in funding. Commissioning conversations (Beds & Luton) to explore funding options. New control: increase capacity in Luton and Bedford via additional posts (short term and permanent, recruitment and retention planning is in place, caseload reviews are being undertaken and BAU plans are being utilised to support teams were staffing levels are challenging. additional control; Recruitment process in place, conversation had with commissioners as part of agreed escalation frameworks</p>				
Progress update: [Howard, Kate 19/10/21 14:43:28] Merged risk with 3182. Closed 3182.					