

**TRUST BOARD
SUBMISSION TEMPLATE**

MEETING	Trust Board – Public	Ref No. 5.4 a
DIRECTOR	Gillian Traub Interim Director	3 September 2021
Learning Disability Services – Muckamore Abbey Hospital		
Purpose	This paper provides an update in respect of Learning Disability Services including Muckamore Abbey Hospital	
Corporate Objective	<ul style="list-style-type: none"> • Safety and Quality 	
Key areas for consideration	<ol style="list-style-type: none"> 1. Patient Numbers and Resettlement 2. Carer and Family Involvement 3. Strategic Developments 4. Leadership and Governance Review Recommendations 5. Department of Health Audit of Adult Safeguarding 6. RQIA Inspection 	
Recommendations	<ul style="list-style-type: none"> • For Information 	

**Briefing for Trust Board
3 September 2021**

Learning Disability Services

The purpose of this report is to provide an overview of issues pertaining to Learning Disability services inclusive of Muckamore Abbey Hospital

1. MUCKAMORE ABBEY HOSPITAL

1.1 Patient Numbers and Resettlement

As at 25 August 2021, there are 41 patients in residence in the Hospital with 3 patients on trial resettlement. One patient remains on extended home leave.

Table 1: Inpatients (inclusive of patients on home leave) and Patients on Trial Resettlement

Trust of Residence	Number of Inpatients	Number of Patients on Trial Resettlement
Northern HSC Trust	19	0
Belfast HSC Trust	13	2
South Eastern HSC Trust	8	0
Southern HSC Trust	1	0
Western HSC Trust	0	1
Total	41	3

Of the patients on site only 1 currently is requiring active treatment - all other patients are delayed discharges.

1.2 Patient Safety

A weekly safety report continues to be completed and reviewed weekly by the senior management team in Muckamore Abbey Hospital and shared with the multi-disciplinary team. This safety reports monitors the use of restrictive practices, the number and nature of adult safeguarding referrals, incidents, complaints and includes feedback from patients and CCTV contemporaneous viewing. There are also updates on site wide and wider strategic developments.

There is also a weekly Live Governance call for all ward areas to feedback on the previous week's incidents, adult safeguarding referrals and any other governance issues.

1.3 Staffing

1.3.1 Nurse Staffing

Current nurse staffing levels, with the combination of substantive nursing staff, long-term agency staff and nurse bank staff, are currently providing staffing levels in line with the nursing model. This remains under regular review given the inherent vulnerability of the workforce which comprises 75% agency registrant nursing staff. Nurse staffing levels are reviewed daily on site, and are reported weekly across the senior management team and to the Department of Health. The most recent staffing position of w/c 9 August 2021 can be found in **Appendix 1**.

As at 3 August 2021, there are 76 members of nursing staff who have had a decision to precautionary suspend. There are currently 69 staff remaining on precautionary suspension, 32 are registrants and 37 are non registrants and of these 15 registrants and 25 non registrants hold substantive posts in Muckamore. There are 64 staff who have protection plans in place (supervision and training). Of these 64, 32 hold substantive posts in Muckamore, 14 of whom are registrants and 18 of whom are non-registrants. The total number of staff who have been arrested associated with Muckamore Abbey Hospital remains at 24.

1.4.2 Medical Staffing

The small team of 2.5wte Consultant Psychiatry team providing input to Muckamore Abbey Hospital continues to represent a vulnerability for the service. The additional risk relates to clinical leadership with a current vacancy of the Clinical Director position due to maternity leave, as well as the longstanding vacancy in the Chair of Division position. Unfortunately a recent recruitment exercise for the Chair of Division did not result in an appointment. A recruitment exercise for an interim Clinical Director is currently being repeated.

1.4.3 Adult Safeguarding Staffing

Staffing levels in the Adult Safeguarding service supporting Muckamore Abbey Hospital have been added to the service's risk register. Staffing levels represent a risk to service effectiveness and responsiveness as a result of sick leave and vacancies. In addition, due to an increase in the volume and complexity of the workload across learning disability services and the historic team in recent months, additional funding is required to expand the workforce. A paper outlining the required additional investment was tabled at Executive Team in July 2021 and a decision made that funding should first be sought from the Department of Health. DOH colleagues have advised that this discussion should take place with HSCB and a meeting with senior staff in HSCB has been scheduled for September 2021 to discuss.

1.5 Covid-19

There are no issues of concern or Covid-19 outbreaks in Muckamore Abbey Hospital.

2. CARER AND FAMILY INVOLVEMENT

There are a range of ongoing initiatives to enhance the involvement of our carers and families in learning disability services. An update on some of these is included below.

Introduction of Real Time Patient Feedback

In June 2021, the Real Time Patient Feedback initiative was extended to Muckamore Abbey Hospital. In conjunction with Speech and Language Therapy, the Muckamore Patient Council and TILII, specific talking mats were developed and tested with our patients. The patient feedback domains have been adapted for use in Muckamore but still align to the Trust wide parameters in order to be able to benchmark. Real time patient feedback continues to be captured on a fortnightly basis.

Be Safe Be Happy Project

In 2019, the Learning Disability management team commissioned work from the Association for Real Change (ARC) to carry out a baseline assessment in Muckamore Abbey Hospital utilizing a number of different approaches and techniques, including group work and 1:1 support, to explore how safe and happy patients feel. This is now almost completed. A number of reports relating to individual patients has already been shared with the multi-disciplinary team and this is helping to inform decision making and enhance care planning for our patients. A draft Final Report has now been shared with the senior management team and a meeting is scheduled to discuss the report with ARC.

Carer Engagement and Involvement

The newly appointed Carer Involvement and PPI Lead for Adult Learning Disability is establishing herself in her role, and making contacts and connections with staff, service users, families and stakeholders. There are a number of agreed priorities, the first of which is the establishment of the Learning Disability Forum which will recommence in October 2021 and will be held four times/year, co-chaired by the Co-Director and a Carer. There will be three priority workstreams established which will report into the Forum, these will focus on Transition, Assessment and Treatment and Meaningful Lives and Citizenship. There will also be different opportunities arranged, such as one off sessions on different topics, for families and carers to be connected even if they do not wish to be a member of the Forum or a workstream. Communication will be going out to all our carers across learning disability services in September 2021 about the various opportunities to be involved.

Advocacy Review

Terms of Reference for the proposed Advocacy Review are currently being shared with HSC Trusts, HSCB and the Trust's advocacy provider. The HSC Leadership Centre have secured one reviewer and a second reviewer is being sourced.

3. STRATEGIC DEVELOPMENTS

Admissions Pathway

The NHSCT have had funding approved to open a 3-bedded assessment and treatment inpatient Learning Disability unit in Holywell for their own patients and any from South Eastern HSC Trust requiring assessment and treatment. Our Interim Divisional Nurse for Learning Disability is a member on the Implementation Group and will be completing a risk assessment in respect of any likely impact of NHSCT recruitment on the workforce in Muckamore. The original September 2021 timeframe for opening the three beds has slipped by 2-3 months due to estates work being required.

The Trust's parallel proposal that it would reopen 3 beds as patients are successfully resettled has not been accepted. However, a decision is required in respect of a future admission pathway for any BHSCT service user who is detained and requires admission for assessment and treatment, and who is not suitable for a mental health facility. In the context of a detention, there is a legal requirement for admission to hospital within 48 hours of the completion of the relevant paperwork.

Ward Re-Profiling and Closure of Erne Ward

The management team in Muckamore Abbey Hospital have recently completed a site wide review of ward profiles, to ensure that the ward configurations and patient placement provide patients with the optimum environment in which to live.

A series of proposals were developed in the first half of the year which would address these issues, and following family engagement, a number of patients have moved and will move into new accommodation. Once completed in September 2021, the clinical area known as Ardmore Ward will be two separate wards, Donegore Ward and Killead Ward, and the clinical area known as Erne Ward will close.

All of our patients who will be living in Donegore Ward and Killead Ward will be patients who have their discharge from hospital delayed. Discussion has already commenced, led by the Divisional Nurse and with input from the Deputy Director of Nursing for Workforce, to consider options for a new skill mix in these wards which could see the introduction of social care posts to bolster nursing staff levels.

On Site Option for Resettlement

Mr Sean Holland, Chief Social Worker, wrote to the Trust in September 2020 to ask the Trust to scope an option for an on-site facility in Muckamore which would support a small number of patients who have spent their adult lives in the hospital, to be resettled there permanently. Each Trust has completed a desk top scoping exercise to identify the number of patients who would meet the criteria set out by the Department of Health. An outline specification has been drawn up and shared with the Capital Planning team and a Design Team has been secured to complete a feasibility review of the site. It is anticipated that this exercise will take up to 3 months.

A Steering Group, chaired by the Interim Director and with representation from SEHSCT, NHSCT, RQIA and HSCB has been established and has now had 3 meetings. All families have been informed of the proposal for an on-site option for resettlement. A meeting with Mr Sean Holland and DOH officials to update and discuss the proposal is currently being arranged for August 2021.

4. LEADERSHIP AND GOVERNANCE REVIEW RECOMMENDATIONS

Further to the Trust Board report in May 2021, a response is being finalised for issue to the Department of Health outlining the Trust's progress with the Leadership and Governance Review recommendations.

5. DEPARTMENT OF HEALTH AUDIT OF ADULT SAFEGUARDING IN MUCKAMORE ABBEY HOSPITAL

In July 2021, the Department of Health commissioned an independent review of adult safeguarding investigations carried out in Muckamore Abbey Hospital arising from allegations of staff on patient abuse. Verbal feedback was provided on 4 August 2021 to the Executive Director of Social Work and the Interim Director for Learning Disability Services by the Department of Health's Deputy Director of Social Work, Ms Aine Morrison. A formal report is awaited.

6. RQIA INSPECTION OF MUCKAMORE ABBEY HOSPITAL

RQIA completed an inspection of Muckamore Abbey Hospital site between 28 July and 10 August 2021. Six inspectors visited all of the wards on site over five days and spoke with a number of other staff virtually. The on-site inspection team comprised nurses and social workers and were supported remotely by pharmacists, a medical practitioner and a finance inspector.

During the inspection considerable time was spent observing care and treatment, engaging with the multidisciplinary team, senior management and reviewing professional practice on all wards. Experiences and views were gathered from staff, patients and families of patients. Evidence was gathered to complement the intelligence already gained through contemporaneous scrutiny of all safeguarding notifications involving staff, which RQIA has been undertaking since July 2019.

RQIA provided an Inspection Briefing paper on 9 August 2021 and verbal feedback to the Chief Executive, Executive Directors and the Service Director on 19 August 2021. A Final Report will be issued to the Trust shortly. RQIA provided an assurance to the Trust that they saw evidence of safe and compassionate care being delivered by staff in Muckamore Abbey Hospital with staff demonstrating incredibly high levels of resilience working in a context with significant scrutiny from different stakeholders, Covid-19, historic and current adult safeguarding investigations, challenging staff levels, and an impending Public Inquiry.

RQIA identified that the significant staffing constraints across all professional groups within the MDT are inhibiting the site from moving to what they described as a position of containment to a position of excellence. While the RQIA identified areas of good practice, they also identified a number of areas

for improvement. Subsequent to the verbal feedback given on 9 August 2021, RQIA have written to the Trust on 23 August with a 'Proposal for an Improvement Team to Support Learning Disability Hospital Services.' Discussions with RQIA in relation to this proposal are continuing.

25 August 2021

**Gillian Traub
Interim Director
Adult Social and Primary Care Directorate**

Appendix 1

Nurse Staffing Levels w/c 9 August 2021 – Muckamore Abbey Hospital

Ward	Nursing Model	BHSCT Total Staff wte	Reg	Non Reg	Agency Block Booked Staff wte	Reg	Non Reg	Other Backfill (bank/add hours/OT)	Reg	Non Reg	Variance after Backfill	% Achieved against plan
Cranfield 1	37.15	9.79	2	7.79	13.47	8.31	5.16	3.21	0.13	3.08	-10.68	71.26
Cranfield 2	23.89	7.36	2	5.36	13.01	9.58	3.43	2.59	1.81	0.78	-0.93	96.09
Donegore	27.81	13.78	1	12.78	0.32	0.32	0	4.71	1.01	3.7	-9	67.63
Killead	26.88	7.1	3.21	3.89	9.49	5.77	3.72	4.76	0.53	4.23	-5.53	79.43
Sixmile	31.92	7.33	2	5.33	18.44	14.6	3.84	3.01	0.97	2.04	-3.14	90.16
Erne	31.36	10.03	1.38	8.65	24.86	12.77	12.08	2.91	1.69	1.22	6.44	120.54
Total	179.01	55.39	11.59	43.8	79.59	51.35	28.23	21.19	6.14	15.05	-22.84	87.24

Staff who were not available to work :

Sick Leave			Maternity Leave			Annual Leave		
Reg	Non Reg	Total	Reg	Non Reg	Total	Reg	Non Reg	Total
8.53	21.32	29.85	1	2	3	2.79	17.1	19.89

