

Berkshire Health Limited

Quality Report

11 Kendrick Road
Reading
Berkshire
RG1 5DU
Tel: 0118 9207040
Website: www.berkshire-health.co.uk

Date of inspection visit: We have not revisited Berkshire Health Limited as part of this review because they were able to demonstrate that they were meeting the standards without the need for a visit
Date of publication: 27/08/2015

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

Are services safe?	
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Summary of findings

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Overall summary

Letter from the Chief Inspector of General Practice

In September 2014 we found concerns related to the recruitment of staff during a comprehensive inspection of Berkshire Health Limited. Following the inspection the provider sent us an action plan detailing how they would improve recruitment and undertake necessary staff checks. We carried out a desktop review of Berkshire Health Limited on 8 July 2015 to ensure these changes had been implemented and that the service was meeting regulations. Our previous inspection in September 2014 had found breaches of regulations relating to the safe delivery of services.

We found the practice had made improvements since our last inspection on 16 September 2014 and they were meeting the regulation relating to the recruitment of staff that had previously been breached.

Specifically the practice was:

- Operating safe systems in relation to the recruitment of staff.

We found the service was providing safe, effective, caring, responsive and well-led care in accordance with relevant regulations.

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 provider was providing safe services.

Since our last inspection in September 2014 systems had been put in place to ensure staff were fit to work with patients.

Recruitment procedures and staff checks were carried out to ensure that staff were suitable to work with patients. A recruitment policy had been implemented to ensure that requirements related to the employment of staff were followed.

At our last inspection in September 2014 we found the provider was not undertaking all staff checks required when recruiting employees. In May 2015 we were sent evidence which showed recruitment procedures and staff checks were carried out to ensure that staff were fit mentally and physically to undertake the post they have applied for.

A recruitment policy had been implemented to ensure that requirements related to the employment of staff were followed.

Berkshire Health Limited

Detailed findings

Why we carried out this inspection

We carried out an inspection on 16 September 2014 and published a report setting out our judgements. We asked the provider to send a report of the changes they would make to comply with the regulation they were not meeting. We have followed up to make sure the necessary changes have been made and found the provider is now meeting the fundamental standards included within this report.

This report should be read in conjunction with the full inspection report. We have not revisited Berkshire Health Limited as part of this review because the provider was able to demonstrate compliance without the need for an inspection.

How we carried out this inspection

We reviewed information given to us by the provider.

Are services safe?

Our findings

Staffing and recruitment

When we visited on 16 September 2014 we looked at personnel files of staff who had been appointed since April 2013. We reviewed three recruitment files. We found recruitment checks were in place and gaps in employment history had been accounted for. However, there were no record of a declaration to say they are fit mentally and physically to undertake the post they have applied for.

The provider's recruitment process did not require this information as a pre-employment check.

This meant all the requirements relating to workers set out in regulation 21 and Schedule 3 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2010 were not in place.

On 15 May 2015 the provider sent us evidence of a revised recruitment policy and application form they had put in place for all prospective candidates applying for any position. The policy and application form makes reference to pre-employment checks and is a mandatory section on the form.

The provider was now ensuring that requirements relating to recruitment of staff were now being met.