Follow up Report

We are the regulator: Our job is to check whether hospitals, care homes and care services are meeting essential standards.

Barnsley Dental Health Centre
7 Peel Street Arcade, Barnsley, S70 2RS
Tel: 01226320800
Date of Publication: March 2014

We followed up on our inspection of 07 November 2013 to check that action had been taken to meet the following standard(s). We have not revisited Barnsley Dental Health Centre as part of this review because Barnsley Dental Health Centre were able to demonstrate that they were meeting the standards without the need for a visit. This is what we found:

Requirements relating to workers

Met this standard
Details about this location

<table>
<thead>
<tr>
<th>Registered Provider</th>
<th>Petrie Tucker and Partners Limited</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Manager</td>
<td>Ms. Claire Rushforth</td>
</tr>
<tr>
<td>Overview of the service</td>
<td>Barnsley Dental Health Centre provides dental treatment to predominantly NHS patients. A service is provided to both adults and children. From April 1 2013 all NHS dental services are commissioned by the NHS Commissioning Board. The practice currently has three dentists and seven dental nurses/receptionists. The surgery includes a reception area/waiting room, toilet and four dentist surgeries. The service provides limited access for people who have mobility needs.</td>
</tr>
<tr>
<td>Type of service</td>
<td>Dental service</td>
</tr>
<tr>
<td>Regulated activities</td>
<td>Diagnostic and screening procedures</td>
</tr>
<tr>
<td></td>
<td>Surgical procedures</td>
</tr>
<tr>
<td></td>
<td>Treatment of disease, disorder or injury</td>
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When you read this report, you may find it useful to read the sections towards the back called 'About CQC inspections' and 'How we define our judgements'.

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Summary of this follow up review

Why we carried out this review

We carried out an inspection on 07 November 2013 and published a report setting out our judgements. We asked the provider to send us a report of the changes they would make to comply with the standards they were not meeting.

We have followed up to make sure that the necessary changes have been made and found the provider is now meeting the standard(s) included within this report. This report should be read in conjunction with the full inspection report.

We have not revisited Barnsley Dental Health Centre as part of this review because Barnsley Dental Health Centre were able to demonstrate that they were meeting the standards without the need for a visit.

How we carried out this review

We reviewed information given to us by the provider.

We have not revisited Barnsley Dental Health Centre as part of this review.

What we found about the standards we followed up

This inspection was carried out via a desk top review to check that suitable arrangements were in place to ensure all necessary recruitment checks had been undertaken before staff commenced work, because the provider had been non-compliant on visits on 28 May 2013 and 7 November 2013.

After the last inspection on 7 November 2013 the action plan submitted by the provider told us the company would be issuing additional guidance for the recruitment process to ensure staff were recruited effectively, until the new recruitment policy was issued.

During this desk top review we looked at the recruitment policy the registered provider had implemented. We were assured the recruitment and selection process would include all the information required to demonstrate an effective recruitment procedure was in place.

You can see our judgements on the front page of this report.

More information about the provider

Please see our website www.cqc.org.uk for more information, including our most recent judgements against the essential standards. You can contact us using the telephone number on the back of the report if you have additional questions.

There is a glossary at the back of this report which has definitions for words and phrases we use in the report.
Our judgements for each standard reviewed

Requirements relating to workers

| People should be cared for by staff who are properly qualified and able to do their job | Met this standard |

Our judgement

The provider was meeting this standard.

Patients were cared for, or supported by, suitably qualified, skilled and experienced staff.

Reasons for our judgement

This inspection was carried out via a desk top review to check that suitable arrangements were in place to ensure all necessary recruitment checks had been undertaken before staff commenced work, because the provider had been non-compliant on visits on 28 May 2013 and 7 November 2013.

After the last inspection on 7 November 2013 the action plan submitted by the provider told us the company would be issuing additional guidance for the recruitment process to ensure staff were recruited effectively, until the new recruitment policy was issued.

During this desk top review we looked at the recruitment policy the registered provider had implemented. We were assured the recruitment and selection process would include all the information required to demonstrate an effective recruitment procedure was in place. The recruitment policy stated 'a full employment history must be recorded and any gaps in the history must be checked through questioning and recording on the CV or interview form. If an individual has previously worked in a health and social care setting or with children and/or vulnerable adults satisfactory evidence of their conduct during this employment must be obtained and why the person’s employment in that position ended.'

The recruitment policy also included that documents must be produced to evidence all potential employees are eligible to work in the UK and proof of identification and a Disclosure and Barring check must be obtained.

Where a potential employee had applied for a post which required professional registration with a professional body, the status of their registration was also to be checked and a copy of their registration certificate obtained.

A medical history questionnaire was also to be completed prior to employment to collect satisfactory evidence about any physical or mental health conditions which are relevant to the staff member’s ability to carry on manage or work for the purposes of the regulated activity,.

Dentists and dental care professionals must provide evidence of satisfactory immunisation before an offer of employment was confirmed.
This information within the recruitment policy evidenced that the recruitment and selection process used at the dentist would include all information specified in Schedule 3 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2010. Schedule 3 stipulates information that must be in place for any new member of staff that is appointed.

The manager told us no new staff had commenced employment since the last inspection, so we were unable to check the recruitment and selection process currently in practice.
About CQC inspections

We are the regulator of health and social care in England.

All providers of regulated health and social care services have a legal responsibility to make sure they are meeting essential standards of quality and safety. These are the standards everyone should be able to expect when they receive care.

The essential standards are described in the Health and Social Care Act 2008 (Regulated Activities) Regulations 2010 and the Care Quality Commission (Registration) Regulations 2009. We regulate against these standards, which we sometimes describe as "government standards".

We carry out unannounced inspections of all care homes, acute hospitals and domiciliary care services in England at least once a year to judge whether or not the essential standards are being met. We carry out inspections of other services less often. All of our inspections are unannounced unless there is a good reason to let the provider know we are coming.

There are 16 essential standards that relate most directly to the quality and safety of care and these are grouped into five key areas. When we inspect we could check all or part of any of the 16 standards at any time depending on the individual circumstances of the service. Because of this we often check different standards at different times.

When we inspect, we always visit and we do things like observe how people are cared for, and we talk to people who use the service, to their carers and to staff. We also review information we have gathered about the provider, check the service's records and check whether the right systems and processes are in place.

We focus on whether or not the provider is meeting the standards and we are guided by whether people are experiencing the outcomes they should be able to expect when the standards are being met. By outcomes we mean the impact care has on the health, safety and welfare of people who use the service, and the experience they have whilst receiving it.

Our inspectors judge if any action is required by the provider of the service to improve the standard of care being provided. Where providers are non-compliant with the regulations, we take enforcement action against them. If we require a service to take action, or if we take enforcement action, we re-inspect it before its next routine inspection was due. This could mean we re-inspect a service several times in one year. We also might decide to re-inspect a service if new concerns emerge about it before the next routine inspection.

In between inspections we continually monitor information we have about providers. The information comes from the public, the provider, other organisations, and from care workers.

You can tell us about your experience of this provider on our website.
How we define our judgements

The following pages show our findings and regulatory judgement for each essential standard or part of the standard that we inspected. Our judgements are based on the ongoing review and analysis of the information gathered by CQC about this provider and the evidence collected during this inspection.

We reach one of the following judgements for each essential standard inspected.

✅ **Met this standard**
This means that the standard was being met in that the provider was compliant with the regulation. If we find that standards were met, we take no regulatory action but we may make comments that may be useful to the provider and to the public about minor improvements that could be made.

❌ **Action needed**
This means that the standard was not being met in that the provider was non-compliant with the regulation. We may have set a compliance action requiring the provider to produce a report setting out how and by when changes will be made to make sure they comply with the standard. We monitor the implementation of action plans in these reports and, if necessary, take further action. We may have identified a breach of a regulation which is more serious, and we will make sure action is taken. We will report on this when it is complete.

❌ **Enforcement action taken**
If the breach of the regulation was more serious, or there have been several or continual breaches, we have a range of actions we take using the criminal and/or civil procedures in the Health and Social Care Act 2008 and relevant regulations. These enforcement powers include issuing a warning notice; restricting or suspending the services a provider can offer, or the number of people it can care for; issuing fines and formal cautions; in extreme cases, cancelling a provider or managers registration or prosecuting a manager or provider. These enforcement powers are set out in law and mean that we can take swift, targeted action where services are failing people.
How we define our judgements (continued)

Where we find non-compliance with a regulation (or part of a regulation), we state which part of the regulation has been breached. Only where there is non compliance with one or more of Regulations 9-24 of the Regulated Activity Regulations, will our report include a judgement about the level of impact on people who use the service (and others, if appropriate to the regulation). This could be a minor, moderate or major impact.

**Minor impact** - people who use the service experienced poor care that had an impact on their health, safety or welfare or there was a risk of this happening. The impact was not significant and the matter could be managed or resolved quickly.

**Moderate impact** - people who use the service experienced poor care that had a significant effect on their health, safety or welfare or there was a risk of this happening. The matter may need to be resolved quickly.

**Major impact** - people who use the service experienced poor care that had a serious current or long term impact on their health, safety and welfare, or there was a risk of this happening. The matter needs to be resolved quickly.

We decide the most appropriate action to take to ensure that the necessary changes are made. We always follow up to check whether action has been taken to meet the standards.
Glossary of terms we use in this report

Essential standard

The essential standards of quality and safety are described in our Guidance about compliance: Essential standards of quality and safety. They consist of a significant number of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2010 and the Care Quality Commission (Registration) Regulations 2009. These regulations describe the essential standards of quality and safety that people who use health and adult social care services have a right to expect. A full list of the standards can be found within the Guidance about compliance. The 16 essential standards are:

- Respecting and involving people who use services - Outcome 1 (Regulation 17)
- Consent to care and treatment - Outcome 2 (Regulation 18)
- Care and welfare of people who use services - Outcome 4 (Regulation 9)
- Meeting Nutritional Needs - Outcome 5 (Regulation 14)
- Cooperating with other providers - Outcome 6 (Regulation 24)
- Safeguarding people who use services from abuse - Outcome 7 (Regulation 11)
- Cleanliness and infection control - Outcome 8 (Regulation 12)
- Management of medicines - Outcome 9 (Regulation 13)
- Safety and suitability of premises - Outcome 10 (Regulation 15)
- Safety, availability and suitability of equipment - Outcome 11 (Regulation 16)
- Requirements relating to workers - Outcome 12 (Regulation 21)
- Staffing - Outcome 13 (Regulation 22)
- Supporting Staff - Outcome 14 (Regulation 23)
- Assessing and monitoring the quality of service provision - Outcome 16 (Regulation 10)
- Complaints - Outcome 17 (Regulation 19)
- Records - Outcome 21 (Regulation 20)

Regulated activity

These are prescribed activities related to care and treatment that require registration with CQC. These are set out in legislation, and reflect the services provided.
Glossary of terms we use in this report (continued)

(Registered) Provider

There are several legal terms relating to the providers of services. These include registered person, service provider and registered manager. The term 'provider' means anyone with a legal responsibility for ensuring that the requirements of the law are carried out. On our website we often refer to providers as a 'service'.

Regulations

We regulate against the Health and Social Care Act 2008 (Regulated Activities) Regulations 2010 and the Care Quality Commission (Registration) Regulations 2009.

Responsive inspection

This is carried out at any time in relation to identified concerns.

Routine inspection

This is planned and could occur at any time. We sometimes describe this as a scheduled inspection.

Themed inspection

This is targeted to look at specific standards, sectors or types of care.
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