

BETSI CADWALADR UNIVERSITY HEALTH BOARD

MENTAL HEALTH AND LEARNING DISABILITIES DIVISION

WIDER ISSUES DISCUSSED BY HIW 4/5/6 NOVEMBER 2014

Issue Identified	Action Required	Person Responsible	Target date for completion	Progress to Date
Medical staffing vacancies	A strategy for addressing this area must be implemented	Director of Mental Health Services	<p>In place</p> <p>March 2015</p> <p>January 2015</p>	<p>Since November 2014 MH&LD services have recruited 1.8 wte substantive Consultant staff.</p> <p>A further 9 posts have been advertised with applicants for the majority of these posts. Interviews are being arranged for early in 2015.</p> <p>MH&LD have had increasing difficulty in recruiting to junior medical training posts. In order to resolve this deficit, an exercise was undertaken to recruit to junior fellow non-training posts. This has been extremely successful and the rota for junior staff from the beginning of 2015 is full and is no longer reliant on locum positions.</p> <p>Other substantive vacant positions are routinely covered by locum Consultants, with recruitment activity ongoing to attract substantive candidates.</p>

Policy & Procedures	A robust process for the reviewing of the essential documents including protocol, policies and procedures must be introduced immediately.	Divisional General Manager	In place February 2015 April 2015	A member of staff has been identified to take on the function of Policies Administrator with immediate effect. An audit of current policy and protocol status within the Division will be completed by February 2015. A substantive role will be established within the revised governance structure for the Division going forward.
Mental Health Services	A strategic review of the mental health services must be undertaken including a range of services provided and the environment and lack of adequate intensive care suite facilities for dealing with particularly challenging patients.	Director of Mental Health	In place March 2015 March 2015	The Health Board has appointed a Director of Mental Health Services, together with an Interim Governance Lead who will provide strategic direction for the future development of MH&LD services. A refreshed strategic direction for mental health services will be contained in the 3 year plan for the Health Board. MH&LD services will commission an expert external review on the location and number of PICU beds across North Wales. This review is anticipated to be concluded by end March 2015.
Audit & Governance	A review of the robustness of audit and governance processes to ensure issues are addressed.	Director of Mental Health Services	January 2015	An interim Head of Governance has commenced work with the Business Manager to review governance processes within the Division. Clear recommendations for change and standards for governance will be established.

Recruitment & Retention	A review of the recruitment and retention of staff is required. A number of nursing staff have left during the year, and there have been difficulties filling medical posts.	Divisional Head of Nursing	January 2015	MH&LD services are working to significantly reduce the lead time between a vacancy occurring and recruitment taking place. A recruitment campaign is underway to recruit suitably qualified staff into existing vacancies.
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