Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
Governance							
CQC Doma	o learn and act on Incidence repondent						
St Marks Hospital Medicine & surgery	<ul> <li>Number and type of incidents reported:</li> <li>IFU reported 17 incidents reported between February and March 2014.</li> <li>'Surgery' reported a number of incidents (35 to NRR&amp;LS)</li> <li>Four 'never events' in surgery</li> <li>Out-patients ?under reporting. Difficult to use when busy.</li> </ul>	<ul> <li>Continue to promote and support an incident reporting culture / training &amp; communication: Being Open.</li> <li>Continue to review individual incidents to ensure learning</li> <li>Review themes and trends reports for areas and cross trust themes to ensure actions taken to avoid harm.</li> </ul>	DGM's CN	Ongoing Ongoing November 14	Incident reporting summary for all services to support new divisional structures & LNWH NHS Trust report	Ongoing Ongoing Ongoing	Delay: Improveme nt plans for new divisions and new policy Launch January 2015
Northwick Park Hospital A&E & ITU	<ul> <li>41 SI's (8 involved delays in handover care from AS)</li> <li>Incidents:- 5 SI's (ITU)</li> </ul>	<ul> <li>Improvement plan for all areas identified.</li> <li>Compile new policy</li> <li>Launch new policy.</li> </ul>	CN	December 14 December 14	Improvement plans for new divisions Draft Policy	December 14	
Northwick Park Hospital Children Services	24 incidents on system investigation not started: drug errors etc. 4 unexpected deaths in the past year	Regular monitoring at: • Divisional Governance meetings • Divisional performance reviews	CN	January 14 Ongoing	Communication plan Meeting agendas available.		
Northwick Park Hospital Maternity Services	High no of incidents open on system 4 maternal deaths in 2 years/ 4 infant deaths in 2014. 1 'never event' in 2013/14 (retained swab) 6 admissions to ITU. Senior obstetricians didn't take ownership of risks. Info not widely shared	<ul> <li>Patient Safety &amp; Quality Meetings</li> <li>Clinical Performance &amp; Patient Experience Committee (TB subcommittee)</li> </ul>					

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
	n in National audits, benchmark	ng to improve practice					
St Marks Hospital Medicine & Surgery (Effective)	<ul> <li>Poor performance on National Bowel Cancer Audit in 3 out of 5 indicators.</li> <li>Data completion&amp;ascertainment rate (50% vs National rate 95%)</li> <li>No of cases having CT scan (8.8% vs National rate 83%)</li> </ul>	Improvement plan	CD & MD	January 15	Improvement plan		On track
Central Middlesex Hospital Critical care (safe)	Large proportion of information gathered from audit work (outcomes of care/treatment) used local tool and not benchmarked against national data such as ICNARC. ? outcomes for patients and medical practice.	<ul> <li>Implement ICNARC</li> <li>Use outcomes to benchmark and improve practice.</li> </ul>	CD & MD	June 14	ICNARC Implemented Reflected in speciality / divisional dashboards Improvement plan	July 14	Completed
All services	Compliance with national audits, benchmarking to improve care.	• governance review	CN & MD	December 14	Governance review report.		Delay: Report January 2015

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
	an effective system is in place to n: Effective Services	ensure all clinical polices a	ind protoco	ls are relevan	t and in date.		
St Marks Hospital	Out of date clinical protocols, e.g. emergency transfer, analgesia guidelines and fluid management.	<ul> <li>Review all clinical protocols; identify those 'out of date'.</li> <li>Each speciality to compile</li> </ul>	CD &DHoN	November 14 December 14	Speciality / Divisional work plans. Many polices have		
Surgery	Concern new students/nurses are referred to these guidance documents.	list of required polices / protocols • Devise work plan to ensure	CN & MD		been updated.		
Central Middlesex Hospital	Critical care: very few protocols for medical staff. No protocols on aspects of critical care, eg	all required polices are in place and in date. • Establish a Clinical Polices		December 14			
Critical care:	sedation/management of septic patients/renal replacement therapy Did not see pain management	<ul> <li>Approval Committee</li> <li>Re-launch corporate governance process for the</li> </ul>		February 15	Clinical Polices Approval Committee TOR, Agenda &		
Park Hospital Children's services	protocol to monitor/treat pain in neonates ( <i>staff used sucrose/breast</i> <i>milk to calm babies</i> )	management and flagging of out of date polices.		January 15	Minutes. Policy for the management of		
Northwick Park Hospital ITU & Surgical	lack of up-to-date protocols/ guidelines Very few protocols for medical staff (eg sedation/management of septic patients/renal replacement therapy)				polices.		
Northwick Park Hospital Medical	Not all guidelines up to date eg AIDS protocol in sexual health clinic (2011) Guidance on 'see and treat' not adopted as standard						
All Services	Ensure compliance with up to date evidence based polices and protocols						

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
Workforce							
	safe medical staffing in: Safe & Effective Services						
St Marks Hospital Medicine& Surgery& ITU	FSW:Medical cover "very thin on the ground" – junior doctorshad to work till 10pmbecause so busy.Junior surgical drs reported no concerns except for their medical colleagues. Surgery: staff reported lack of junior Drs since Deanery visit in 2013 recent visit. Impacting on patient discharge e.g. TTA's. Five emergency surgeons but not enough work for them. ITU: Lack of middle grade doctors (consultants working as SRs) Some patients reported medical staff sometimes rushed -did not feel they had received full explanations of condition/treatment.	Review medical, surgical & ITU staffing Feedback/ raise awareness with staff. Tell Us: listening to staff and patients posters and events	CD's& MD DoHR CN & MD	December 2014	Medical staffing reviews. Staff communication. Staff & patient feedback posters in place and Francis Forums currently at Ealing		On track Review: January 2015
Northwick Park Hospital Children services Jacks Place	Neonatal Unit: concerns about composition of 5 consultant post cover Jacks Place: Concerns re expected reduction in number of trainee doctors	Review medical staffing	CD & MD	December 2014 December 2014	Medical staffing reviews.		On track Review: January 2015
Northwick Park Hospital A&E	A&E: Inadequate medical staffing levels	Medical recruitment & retention plan. Up to 13.5 WTE,	CD & MD	Ongoing	Medical recruitment & retention plan.Consultant rota sustainable until midnight 7 days from 10 <sup>th</sup> December 2014.		Delivered & ongoing

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
	effective development and suppo in: Safe & Effective Services	ort of medical staffing					
St Marks Hospital Medicine	<ul> <li>Junior doctors raised concerns as</li> <li>no formal teaching</li> <li>no appraisals</li> <li>no knowledge of clinical governance.</li> </ul>	Review teaching plan and publicise Monitor appraisal Organise a teaching session on clinical governance.	CD & MD	Review December 2014 December 2014	Teaching programme Appraisal compliance plan for junior Drs. Governance teaching session.		On track Review: January 2015
All Services	<ul> <li>To ensure all junior Drs receive</li> <li>formal teaching</li> <li>appraisals</li> <li>knowledge of clinical governance.</li> </ul>	Review specialty teaching plans Review plans for junior staff appraisal Organise teaching sessions on the importance of clinical governance.	CD & MD	Review December 2014	Teaching programme Appraisal compliance plan for junior Drs. Governance teaching session.		On track Review: January 2015
	exit interviews are undertaken to in: well-led Services	inform service improvemen	nt.				
Northwick Park Hospital Maternity services	<b>Maternity</b> : High turnover of consultant staff - no evidence of exit interviews	Ensure exit interviews offered. Complete maternity services consultant workforce plan.	CD & MD CD & DGM	Ongoing December 14	Exit interviews are offered. Thematic review of exit interviews. Consultant Workforce plan		On track Review: January 2015
All services	Ensure all staff are offered exit interviews	Raise profile of importance of exit interviews Ensure exit interviews offered. Quarterly thematic review of exit interviews.	DGM's DoHR	Ongoingre minder December 2014 April 2015	Exit interviews offered. Quarterly thematic review of exit interviews.		On track Review: April 2015

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
	emporary staff access to comput in: Safe, Effective Services	er system					
Central Middlesex Critical care Northwick Park Hospital Surgery	Medical locums used extensively throughout department. Not all had access to computer system – reliant on other medical staff being present for some duties Medical locums at weekend problematic (not all have access to computer system)	Review computer system access to temporary medical staff	DolT MD COO	December 2014	Temporary staffing proposal		On track Review: January 2015
	safe nurse staffing			1	1		
St Marks Hospital Medicine& Surgery	FSW: nurse staffing met the national safe staffing guidance. However on the day visited nursing shortages due to staff sickness and a number of vacancies. A patient said they were 'quite scared' because it was approaching a bank holiday and they did not know how the ward would cope with fewer nurses. The nurses were busy not neglectful. Difficulty recruiting nursing staff on FSW – due to "workload and mixed medical/surgical needs"Nursing staff numbers low at times: one time 24 patients to 5 qualified staff - some still undergoing induction, no coordinator and only 2 HCAs.	<ul> <li>4 beds closed in May 2014 - unsafe to keep open with current staffing in post / at work.</li> <li>Review of patient acuity &amp; dependency (A&amp;D) to inform staffing numbers and skill mix</li> <li>Ongoing recruitment</li> <li>Ongoing use of rota management and escalation policy's</li> <li>Review staffing plans to enable beds to be opened following a risk assessment agreed as safe by the Chief Nurse</li> </ul>	DHoN& CN	May 2014 May / June 2014 Ongoing Ongoing November 2014	A&D review, staffing reviewed and beds re-opened, contest review. e-rostering management policy Escalation policy Re-opening beds risk assessment and staffing plan.	N/A November 2014 On-going December 2014	Delivered & ongoing review

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
Northwick Park Hospital A&E	Reduce nurse vacancy rates and temporary staffing.	<ul> <li>Transfer of staff from CMH A&amp;E</li> <li>Ongoing recruitment</li> <li>Monthly monitoring of vacancy rate.</li> </ul>	HoN CN	September 14 Ongoing Ongoing	48 vacancy's reduced following staff transfer Vacancy rate report.	September 2014	On track Review: January 2015
Northwick Park Hospital Children's services	Concerns re recruitment and retention of neonatal nurses (high proportion nearing retirement)	<ul> <li>Recruitment plan</li> <li>Ongoing recruitment</li> <li>Monthly monitoring of vacancy rate.</li> </ul>	HoN CN	December 2014	Recruitment plan Vacancy rate report.		On track Review: January 2015
	effective development and support n: Safe & Effective Services	ort of nurse staffing					
St Marks Hospital Medicine	Nurses feedback that formal supervision of their practice did not occur, only when required.	<ul> <li>Review supervision arrangements.</li> <li>Review and re-launch supervision policy.</li> <li>Monitor</li> <li>Evaluate supervision.</li> </ul>	DHoN CN	November 14 December 14. Ongoing March 15	Review paper Revised policy but launch in January 2015 Record of sessions held / staff attended. Evaluation.		Delay: policy launch January 2015
All Services	Ensure all nurse have the opportunity to receive formal supervision.	<ul> <li>Review supervision policy</li> <li>Re-launch policy</li> <li>Monitor policy: review quarterly</li> </ul>	DHoN CN	November 14 December 14. Ongoing	Supervision policy. Monitoring report.		Delay: policy launch January 2015

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
	effective integration of services in: Effective & Well-Led Services						
St Marks Hospital Medicine	Lack of integration between NPH and St Marks, some staff felt there was a them and us	<ul> <li>Multidisciplinary team to discuss gaps in integration to inform improvement plan.</li> </ul>	DOO CD's DGM's MD / CN	Review January 2014	Gap analysis and forward plan		On track Review: January 2015
To ensure : CQC Doma	staff receive mandatory training. in: Safe						
St Marks Hospital Medicine & Surgery Northwick	Less than 70% staff up-to-date with Infection control (FSW 67.9%) Health and Safety (IFU 65.7%) Difficult to attend due to workload pressures. poor medical staff training (41%	<ul> <li>Provide flexible training e.g. face to face, e-learning.</li> <li>Review mandatory training requirements</li> </ul>	DGM's DoHR	Review December 14 February 2015 for implementatio n from 1 April 2015	Mandatory training programme has been reviewed, wider access to training material in progress, moving to more focus		On track Review: January 2015
<b>park</b> Hospital Medical	attendance at mandatory training)	Continue monthly compliance reports		2013	on competency assessment. Attendance		
Northwick park Hospital Children's Services	<ul> <li>Mandatory training averages:</li> <li>56% across children services (low in Neonatal)</li> <li>83% Jack's Place (only 21% up to date on infection control)</li> <li>Only 26% of staff in Neonatal Unit had L3 safeguarding</li> </ul>	<ul> <li>Speciality / Divisional Improvement plans</li> </ul>			monitoring reports.		

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
Central Middlesex Hospital Children's services	<ul> <li>Safeguarding: only 20% outpatient paediatric staff attended L3</li> <li>Mandatory: only 26.8% staff in outpatients up to date</li> <li>No disaggregated information available on training in day surgery unit</li> </ul>	As above					On track Review: January 2015
Northwick Park Hospital Maternity services	Safeguarding – only 16% student midwives attended L2/L3						
To improve CQC Domai	<b>compliance with annual staff ap</b> n: Well-Led	praisal.			I		
Central Middlesex Hospital Children Services	No record of number of appraisals undertaken No disaggregated information available on appraisals in day	<ul> <li>Ensure local as well as Trust records maintained for staff appraisal.</li> <li>Plan and monitor staff appraisals</li> </ul>	DGM's DoHR	Appraisal rates monitored monthly as part of			On track Review: January 2015
Northwick Park Hospital Maternity services	surgery unit Low appraisal rates in maternity/gynaecology – 30%			performance Dashboard			
All Services	Ensure all staff receive an annual appraisal						

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
Quality & sat			Ĩ				
	bed capacity to manage patient c in: Safe & Responsive	lemand.					
St Marks Hospital Surgery	On some occasions lack of beds on the wards resulted in patients remaining in recovery, this sometimes delayed the morning surgical lists.	<ul> <li>Implement bed expansion plan for 'winter 2014'</li> <li>Submit Full Business Case for additional modular wards 2015/16</li> </ul>	COO DoO	Start: November 14 December 14	<ul> <li>Bed plan: 'winter 2014 / 15'√</li> <li>TB approval Business case√</li> <li>Monitor patient</li> </ul>	November 2014 November 2014	On track Review: January 2015
Northwick Park Hospital Medicine	Pressure for beds contribute to workload for on-call med team Pressure on CCU, particularly beds (patients discharged too soon then re-admitted)	<ul> <li>On-going patient discharge PDD</li> <li>Implement bed management policy and escalation plan</li> </ul>		Ongoing Ongoing	<ul> <li>discharge√</li> <li>Bed management policy√</li> <li>Data on delayed transfer of care.√</li> </ul>	Ongoing In place Ongoing	
Northwick Park Hospital Surgery	lack of beds on wards (patients spend night in recovery (delaying morning surgical lists)	<ul> <li>Reduce delayed transfers</li> <li>Monitor delayed patient transfer from recovery</li> <li>Actions above in conjunction with wider sector/ demand management etc.</li> </ul>		Ongoing	<ul> <li>Data on delayed transfer from theatre √</li> </ul>	Ongoing	
Northwick Park Hospital Maternity Services	Maternity: 68.7% bed occupancy higher than England average 58.6	<ul> <li>Continue to monitor bed occupancy.</li> <li>Pursue business case for additional / improved triage area.</li> </ul>	COO DoO DoE&F	Ongoing Review January 2015	Monthly bed occupancy data		Review: January 2015
St Marks Hospital Medicine & Surgery	HDU patients often transferred to FSW - not medically-fit to be received (result in returning to HDU). Nurses are perceived to have the skills to care for these patients; patients are transferred even though not accepted by medical staff).	<ul> <li>Ensure patient receive care that meets their needs</li> <li>Request feedback from the wider multi-disciplinary team to inform correct actions</li> </ul>	MD DoO& DGM CN	November 14	HDU Criteria	Ongoing	Review of HDU criteria ongoing

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
St Marks Hospital	FSW finds it difficult to transfer their patient to HDU.	<ul> <li>Review HDU acceptance and discharge criteria, re- launch and monitor.</li> <li>See above</li> <li>Review Nursing staffing, capability and competency in line with patient acuity and dependency</li> <li>Review medical staffing in line with patient acuity and dependency.</li> <li>Review HDU capacity against demand.</li> <li>Beds closed until uplift of staff in post – recruitment.</li> </ul>	DHoN Chief	February 2015 November 14 November 14 December 14 May 14 onwards	Audit of compliance with HDU Criteria FSW nursing staffing review paper FSW medical staffing review paper HDU capacity analysis undertaken , summary paper being written . Risk assessment and staffing plan.	November 2014 November 2014 Analysis December 2014 May 14& November	Delivered
Medicine To ensure a	appropriate emergency Theatre c	<ul> <li>Risk assessment</li> <li>Re-open beds.</li> </ul> apacity available	Nurse	Review November 14 Open ? November 14	Escalation policy Datix for unsafe staffing.	2014 December 2014 Ongoing.	ongoing review
	n: Safe & Responsive			1 - ·			
Northwick Park Hospital Surgery	NCEPOD list during weekdays not forthcoming to date (on risk register)	<ul> <li>To be implemented soon. Some specialty's 3 shifts</li> </ul>	COO DoEF	Review December 14	NCEPOD list		On track Review: January 2015

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
	imely and effective staff handove in: Safe & Responsive	er of patient care.					
Northwick Park Hospital Maternity Services Northwick Park Hospital Medical	Ensure effective, timely handover between staff. Handovers between midwives/obstetricians at different times Anaesthetists miss part of doctor handover (busy clinically) Midwives absent from doctors' handovers (re management plans for difficult patients) Poor handover between med staff daytime/nights	<ul> <li>Review current handover arrangements</li> <li>Develop a good practice guideline.</li> <li>Launch guideline / expiated standards.</li> <li>Monitor handovers</li> <li>Maternity handover plan</li> </ul>	MD CN DGM's	December 14 December 14 January 15 February & ongoing	Maternity handover plan Summary of current arrangements Handover: Good practice guideline. Evaluation of handovers.	September 2014 October 2014 October 2014	On track Review: February 2015
services All services	Ensure effective, timely handover between staff.						
	ely manage patients on the 18 we in: Safe & Responsive Shortfall in 18 week patient RTT. Patient pathways incorrectly recorded in some cases (from diagnostic review June 2013). Three areas identified:	<ul><li>ek pathway.</li><li>Action plan</li></ul>	COO DoO DGM's	Review January 2015	Action plan & Performance shows recovery especially in Trauma and Orthopaedics and		On track Review: January 2015
Northwick Park Hospital Out-patients	<ul> <li>systems and processes</li> <li>capacity and demand</li> <li>culture</li> <li>common pathway clear to all staff spoken to</li> </ul>				gynaecology. Backlog is being cleared with some assistance via out- sourcing.		

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
For all serve CQC Doma	vices / division to have a vision and in: Well-led	nd strategy for their servic	es				
All services:	St Marks No evidence of strategy / vision for service / departmentCritical care: Not clear how CMH ITU linked with the department as a whole. No clinical lead since Mar 2014. Maternity services: Medical staff described as "leadership vacuum" (lack of vision/strategy/ governance) Neonatal Unit impression consultants not united around vision (provide safe/high quality/ patient- centred services) lack of vision in promoting STARRS. All other services: to develop a vision and strategy with their staff.	As part of new structure / integration of services: Develop and share • vision • strategy for all speciality's.	COO DoO DGM's	Review January 2015	St Marks vision and Strategy completed. Draft ENT Vision and Strategy. Strategy and visions are being progressed as part of the integration work stream; most have draft documents, some final versions.		On track Review: January 2015
For adoles CQC Doma	<b>cent children to be assessed by  </b> in: Safe	osychiatric liaison team wi	thin the app	ropriate times	cales 24 hours a day	/, seven days	a week
Northwick Park Hospital Children's services	<ul> <li>Unsatisfactory CAMHS service:</li> <li>Young people only seen on day of admission if referral made by 11am</li> <li>No out-of-hours cover Medically-stable children supervised by agency MH nurses brought in for purpose (<i>blocked bed until seen by</i> <i>CAMHS</i>)</li> </ul>	CAMHS multi-agency task and finish group.	DoO MD CN	Review January 2014	CAMHS multi-agency task and finish group in place. CAMHS additional nursing team in place for ' winter'		On track Review: January 2015

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
Ensure all o	clinics / services attended by chi	dren are child friendly					
Children's services CMH & All services / sites	Ensure all clinics / services attended by children are child friendly e.g. environment risk assessment, toys / play area. Registered children nurse to be associated with clinic and relevant policy escalation in place.	Review arrangements in all clinics that children attend	DGM's DoO CN	December 2014	Review Summary		On track Review: January 2015
	ctive medication management						
CQC Domai Northwick Park Hospital A&E	n Medication management Patient medication left at bedside (awaiting patient's return)	<ul> <li>Reiterate correct medication Management.</li> <li>Audit practice (large scale).</li> </ul>	HoN CN	July 14 Ongoing January 2015	Audit results.		Review: January 2015
Northwick Park Hospital OPD	written information re medication only available in English	<ul> <li>Review all information in OPD- identify gaps</li> <li>Develop patient information Improvement plan.</li> <li>Implementation plan completed</li> </ul>	HoN's DCN CN	December 14 January 2015 Review February 2015	Patient information Improvement plan.		On track Review: January 2015
All Services	Ensure effective medicine management	Undertake actions above across all services.	HoN's CN	Review progress January 2015	Audit results.		Review: February 2015
Ensure goo CQC Domai	d communication on the future on the future on the future on the future of the second se	of services		,			
Central Middlesex Hospital Critical Care	Staff expressed concerns re future of hospital and continued functioning of department with reduced services	• Continue to brief and update staff about any changes to the critical care service and wider hospital services.	DoO DGM	Ongoing	Evidence of updates		On track Review: January 2015
All Services	Keep staff up to date with changes to services	• Continue Open Forums / newsletter     • Continue staff meetings	C00	Ongoing	Evidence of: Forums, staff meetings, newsletter		On track Review: January

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
							2015
•	batient records are kept safe / saf n: Responsive	fely secured.					
Northwick Park Hospital Out-patients & All Services	<ul> <li>Patient records held in open trolley</li> <li>No lockable storage available in clinic reception areas</li> <li>On 3 occasions saw trolley of patient notes left unsupervised</li> <li>Patients seen without full set of notes available to consultant in charge</li> </ul>	<ul> <li>Reiterate policy on safe storage of patient records</li> <li>Review / audit patient record storage</li> <li>Address gaps / improvement plans</li> </ul>	DoO DoIT	November 14 December 14 January 15	Policy Audit results Improvement plans / order	November 2014 December 2014	On track Review: January 2015
•	patients who require assistance a	at meals times receive assis	stance				
CQC Domai					-		
St Marks Hospital Medicine	Meal service CQC observed nurses assisting with meals but catering staff told CQC when the staff were too busy to assist meals would go cold before patients could consume it.	<ul> <li>Undertake observational audit</li> <li>Raise staff awareness of the Protected Meal Times policy / expectation.</li> <li>Re-audit / monitor</li> </ul>	DHoN& Chief Nurse	December 14 December 14 January 15	Policy Audit results Improvement plans		On track
All wards	Ensure all patients who require assistance at meals times receive assistance						Review: January 2015
Ensure all p CQC Domai	patients receive a timely respons n: Caring	e when using a call buzzer	to request a	assistance			
St Marks Hospital Medicine	<b>FSW:</b> observed patient assisting another patient after ringing buzzer several minutes	<ul> <li>Undertake observational audit.</li> <li>Raise staff awareness</li> </ul>	DHoN& Chief Nurse	November 14 November 14	Audit results Awareness campaign		On track Review: January
Northwick Park Hospital	<b>Maternity</b> : Woman in pain following caesarean in room with bell that did not work.	<ul> <li>Ensure routine of checking call bells at the beginning of each shift</li> </ul>		November 14	Checklist FSW staffing		2015
Maternity		<ul> <li>Review staffing levels FSW</li> </ul>					

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
Services All wards / services	Ensure all patients receive a timely response when using a call buzzer to request assistance	• monitor		Monthly	assessment Audit results		
Ensure all p CQC Domai	<b>Datients receive a timely respons</b> In: Caring	e to request for assistance					
St Marks Hospital Medicine	FSW: Staff member ignore patient's request to assist - as not allocated to patient's bay	<ul> <li>Remind staff of their responsibilities.</li> <li>Monitor staff behaviour</li> <li>Monitor complaints on this issue.</li> </ul>	HoN& Chief Nurse	July 14 Ongoing Ongoing	Copy of the letter. Feedback / complaints that this situation has re- occurred.		Review: January 2015
	npliance with F&F response rate	and continually improve the	e NPS				
St Marks Hospital Medicine	Family & Friends Test FSW scored 53 (national average 73) in Feb 2014 inpatient FFT.	Improve the NPS, by • Increasing the response rate • Taking action to address negative comments.	DHoN's& HoN CN	Ongoing Ongoing	F&F performance report.		On track Review: January 2015
Northwick Park Hospital Maternity services	Low response re FFT	Review monthly performance		Ongoing Review January 2015			
St Marks Hospital Medicine	Quality Board to display F&F test results and other should be in all area.	<ul> <li>Review Quality Boards available in all areas</li> <li>Display information on quality Board</li> <li>Audit standard</li> </ul>	DHoN HoN CN	November 14 December 14 January 14	Evidence of information displayed on Quality Boards. Board Audit.	December 2014 December 2014	On track Review: January 2015

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
	tient feedback to evaluate and in n: Well-Led & Caring Need to increase patient feedback Critical care: Whilst people could	<ul> <li>Feedback Strategy</li> <li>Use RTF when rolled out</li> <li>Undertake a 100 Voices</li> <li>Matrons ward rounds</li> </ul>	DHoN HoN CN	November 14 December 14 December 14 On-going	Feedback Strategy Outcome of feedback	December 2014	Review: January 2015
Middlesex Hospital Critical care	make complaints/comments - no further efforts made to engage with members of public	<ul> <li>Mations ward rounds</li> <li>Share feedback and improvement plans to support learning.</li> </ul>		January 15	Improvement plan Evidence of shared learning		
Central Middlesex Hospital Children's services	<ul> <li>No surveys of children/family views</li> <li>No use of FFT (only received verbal feedback) on quality of service</li> </ul>	<ul> <li>Introduce F&amp;F</li> <li>Undertake '100 voices'</li> <li>Introduce local feedback survey</li> <li>National surveys (2014) recently undertaken, await results.</li> </ul>		December 14 December 14 January 15	Outcome of feedback / surveys Improvement plan	December 2014	Review: January 2015
St Marks Hospital Medicine All services	National in-patient survey response Poorly performing response to National in- patient survey: Did nurses talk in front of you as if you were not there?	<ul> <li>Raise staff awareness.</li> <li>Monitor performance via local survey</li> </ul>		Ongoing January 2015	Local survey results. National survey results		On track Review: January 2015

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
Europe OD							
	D clinics run more effectively. in: Responsive						
St Marks Hospital	<ul> <li>Clinics in main outpatients' often run late</li> <li>During visit 2 clinics in main OPD ran between 30-60 minutes late</li> <li>Information about delays not displayed for patients / not told</li> <li>Clinics often overbooked – several patients with same appointment times. Patients not informed that one clinic rearranged (brought forward 11am to 9am)</li> <li>Patient appointments cancelled at short notice</li> <li>Staff regularly shouted at by frustrated patients</li> <li>Some mornings very "chaotic"</li> <li>Staff member described as "mayhem" – appointments being informed</li> <li>Patient had to keep returning to</li> </ul>	<ul> <li>Review demand and capacity plans for all services</li> <li>Review scheduling / no of clinics required based on review outcome.</li> <li>Devise improvement plan</li> <li>Devise and implement improvement plan</li> </ul>	DoO COO	Review January 2015 Review March 2015	Demand & capacity analysis and improvement plan. Audit / evaluation of plan.		On track Review: January 2015
Northwick Park Hospital) All Services	car park to extend ticket <b>Over booked clinics</b> , patients waiting over 2 hours DNA outpatients 15-16% - higher than national average of 8.5% <b>Chemotherapy OPD</b> – demand outweighing capacity. Ensure OPD clinics run more effectively	<ul> <li>capacity (short-term measures in place e.g. increasing staff)</li> <li>Review chemotherapy capacity &amp; demand</li> </ul>		December 2014	Demand & capacity analysis and improvement plan.		

Hospital & Domain	Issue	Key action	Responsi ble Exec / Manager	Date for completion	Progress& Assurance	Date completed	RAG status
Environment			<u> </u>	<u> </u>		<u> </u>	
	ctive management of equipment n: Responsive & Safe						
Northwick Park Hospital Children's services	Some equipment not on trust asset register – staff unclear whose responsibility it is	<ul> <li>Ensure all Jacks place equipment on Trust Asset Register</li> </ul>	DGM DoE&F	May 2014	Up dated Asset register		Completed
Northwick Park Hospital A&E	Equipment Servicing Inconsistency of equipment servicing (some a year out of date from recommended service)	<ul> <li>Check all equipment in A&amp;E has been serviced.</li> </ul>	DGM DoE&F	10 <sup>th</sup> December 2014	Due to be completed as part of move into new department on 10 <sup>th</sup> December 2014.		Review: January 2015
Northwick Park Hospital Children's services	<ul> <li>No PAT testing dates on some electrical equipment</li> <li>24% of equipment passed due date</li> </ul>	<ul> <li>Ensure all equipment has been PAT tested.</li> </ul>	DGM DoE&F	July 14	PPM programme in place to ensure all equipment is tested/ Serviced throughout the year.	July 14	Completed
All Services	Ensure all equipment on asset register, services and PAT tested	<ul> <li>Review equipment log.</li> <li>Undertake PPM programme</li> </ul>	DGM's DoE&F	Ongoing (Programm e in place).	PPM programme in place to ensure all equipment is tested/ Serviced throughout the year.	July 2014	Completed

Key:	Delivered	On Track	Delay	Not on track

Lasted updated: 19th December 2014 V6. CF