Independent Investigation Action Plan for Mr J

STEIS Ref No: 2015/23303

Statement from South London and Maudsley NHS Foundation Trust

We offer our full condolences and sympathies to the family of Mr J. The Trust have addressed recommendations made in an internal investigation by ensuring actions have been implemented to improve practice and to embed lessons learned.

The implementation of the actions has been reviewed independently by NHSE and directly monitored by the Trust's Board of Directors. We hope this offers some assurance that the Trust is committed to ensuring lessons are learnt from this very tragic case.

Statement from NHS South East London Clinical Commissioning Group (CCG)

NHS South East London CCG offer our sincerest condolences to all those family members and friends affected by this tragedy.

NHS South East London CCG works with South London and Maudsley NHS Foundation Trust to seek assurance that the services they provide are safe; effective; caring and responsive. We will continue to monitor the implementation of this action plan at the Trust's Serious Incident Panel.

Report pub	lished: A	ugust 2020
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Re	-	Recommendation	Actions to achieve recommendation	-	Implementation by when	Evidence of Completion	Monitoring & evaluation arrangements
1	SLAM		Bed management review system currently in place to ensure that all patients are considered by length of stay.	Service Managers, Clinical Service Leads, Quality Improvement Team	Ongoing	Directorate bed management meeting now replaced by Associate Medical Director and Service Director daily visiting wards to identify patients for discharge and issues preventing discharge. During the Covid pandemic Lewisham has also instituted regular meeting: DISCO which is a Multidisciplinary Directorate wide bed management meeting. and regular TEAMS MOT and Medical Huddles and daily or twice weekly (depending on current situationwithin the Pnademic) Critical Planning meetings which includes all bed management concerns and issues to be discussed by the Senior Leadership Team. Band 7 Clinical Nurse Specialists within the Home Treatment Team (HTT) prioritising out of area patients to bring back to Lewisham, providing in-reach to support early discharge from wards to home under HTT and Harbour Cafe and HTT to reduce admissions and increase community support Harbour Cafe an alternative to A&E and admission for those patients that can be met within a supportive environment for a brief time for input by clinical staff and activities	Monthly Performance Executive meeting: This is an Executive meeting monitoring and discussing areas of performance such as key performance indicators: audits, supervision, workforce/vacancy management Monthly Operations Executive meetings: Service and service delivery oversight meeting including workforce and estates Weekly ICARE and Flow meetings with the Executive and senior staff: meeting for monitoring Length of stay, discharge rates, rate of re-admissions and use of private overflow beds. replicated with Staff teams weekly: this meeting also has oversight of Red2green, inpatient Care Process Model (ICPM) implementation and Community Care Process Model (CCPM) implementation and Community redesign. South London and Maudsley NHS Foundation Trust (SLAM) Performance and Quality meeting Monthly: Meeting where Lewisham Executive meet members of SLAM Executive Leadership team to have oversight of all aspects of performance indicators and quality in the Directorate.
2	SLAM	Clare Ward leadership team to conduct a full review of its internal electronic documentation auditing processes. (Graded by NICHE As a B: completed and embedded in practice)	Clare Ward to audit expected documentation as laid out in acute care pathway admission protocol.	Head of Nursing and Quality, Deputy Head of Nursing and Quality, Clinical Service Leads, Quality Improvement Leads	perfect wards audit cycle is now embedded in practice with weekly and monthly auditing cycles with areas for improvement and areas of good practice identified within the App for instant feedback to	Lewisham Directorate current practice: implementation of an Inpatient Care Process Model (ICPM). This model includes an admission checklist with timescales for completion of actions.	Monthly Governance Executive meetings: A meeting where key performance indicators and quality priorities, perfect ward audits, risk register and safeguarding are discussed. SLAM Performance and Quality meeting Monthly (See above for description) SLAM perfect Wards Oversight group: Fortnightly: Meeting in which Directorate leads and champions meet with the Director of Nursing to oversee implementation of Perfect wards and areas for concern
3	MAL	Clare Ward Manager and Consultant will ensure there are robust governance systems in place and risk assessments that address the plans made in the ward rounds (Graded by NICHE as B: completed and embedded in practice)	Ward rounds on Clare Ward to ensure that care plans have been completed and reviewed, including leave care plans.	Head of Nursing and Quality, Deputy Head of Nursing and Quality, Clinical Service Leads, Directorate Associate Medical Director	practice with weekly and	Evidence from NICHE report: Regular SNAP audits[an electronic audit tool] undertaken and results oversight within Governance Executive and team Governance meetings: This included detailed audit of risk assessment and care plan audits Lewisham Directorate Practice: Regular auditing of care systems, and processes including documentation such as Clinical safety audit which includes risk assessment and care planning is weekly. Other audits such as environment, Patient Feedback, Staff feedback, medications management and environment among others, undertaken by the use of PERECT WADS App: (See above for description of App) This is monitored through the Governance Executive monthly and with the teams monthly in their Governance meetings and during the implementation phase this is overseen by the fortnightly Trust Perfect wards oversight group chaired by the Director of Nursing evidence through minutes of Governance meetings and dashboard for audits on App. Implementation of new Ward Round Template on EPJS[Electronic Patient Journey System] documentation including leave status and risk. EPJS key performance indicators clearly visible on front page with rag rating system for completion: To be discussed in supervision and Team meetings- Evidence of supervision records to include discussion regarding care plans and risk assessments. Supervision is now recorded electronically within the education and Training 'LEAP' electronic system and regular checks and audits are undertaken within the Trust to ensure completion. Monitored through monthly performance meetings chaired by Deputy Service Director and Performance executive meetings In relation to Autism Nurse Consultant for LD visits the ward to support individualised care plans where required and has visited and met with the staff group, clients and families regarding care planning and support for Clients with LD and ASD.	Monthly Performance Executive meeting Monthly Governance Executive meetings SLAM Performance and Quality weeting Monthly SLAM perfect Wards Oversight group: Fortnightly

4 	to be audited after six months (Graded by NICHE as C: completed)	with the mental-health act office. Risk assessments to be documented in FPIs notes and if completed on paper to be uploaded within one working day and reference within the electronic record. Audit of completion for all patients detained under section to be completed on a weekly basis. Ensure care plans for section 17 leave or informal leave are completed and updated following ward round and represent any changes to the plan. Ensure that Carer's are involved and aware of section 17 leave care plans and any changes to the plan. Ensure that Carer's are involved and aware of section 17 leave care plans and any changes to the plan and any changes. Ensure that the risk assessment and signing in and out documentation is completed for any patient going on leave Ward will ensure there is a clear supervision	Lead Head of Nursing and Quality	January 2020: New leave risk assessment form developed and being trialled within Lewisham Directorate and evaluated for roll out across the Trust: Form developed in line with updated AWOL policy and practice and use regularly discussed at Quality meeting and regular audits undertaken.	Lewisham Directorate current practice: Perfect Wards App audits for care plans and risk assessment: This app clearly shows in real time areas of good practice and areas of need to improve quality overall and signpost training and development needs. Regular audit of signing in and out sheet for patients on leave from the ward. This form includes a series of questions that form a dynamic risk assessment An audit is currently being undertaken and will inform the development of a new standardised form following continuous learning: Quarterly audits undertaken Introduction of new leave risk assessment forms; audited and evaluated and training on AWOL and Risk assessments ongong within the Directorate: AWOL data monitored through MHA law committee. Handover documentation demonstrating discussion of leave plans and patients on long leave: This is currently under review with the implementation of an electronic handover on a big screen through Quality improvement (Q) project The Introduction of the inpatient Care process model - Admissions and discharge checklist has improved leave and discharge planning to ensure that family, carers and the community team are involved in the planing of leave and discharge. Red2Green quality improvement project demonstrate discussion regarding care plans risk assessments and leave arrangements for all patients, including patients on extended leave and discharge plans. Quality meeting minutes to demonstrate learning from lessons and actions undertaken to improve quality: the weekly Quality meeting is chaired by Lewisham Head of Nursing and Quality and attended by Ward Managers and representatives of inpatient staff: all issues regarding Patient safety, quality and care are discussed in this meeting including perfect ward results, lessons learned and actions required. This forum also allows for discussion around areas of concern and sharing of good practice as well as standardisation of care across the unt. Evidence of supervision records to include discussion regarding care plans and ris	attended by Ward managers and other representatives of inpatient staff: All issues regarding quality, Patient safety, and care are discussed in the meeting: this will include for example, Perfect Wards audit results, lessons learned and actions required, discussion of areas of concern and sharing good practice. Performance Executive monthly Governance Executive monthly Monthly Team Governance meetings - Each team holds a team Governance meeting chaired by the Team Leader and Consultant: This meeting covers the same agenda as the Directorate Governance executive meeting. Monthly Supervisions
SIAM	processes on the ward and ensure that a review of named nurse clients are included in the process and supervision records (Graded by NICHE as C)	supervision standards.	Lead		expectations and tasks are discussed. If there are any shortfalls in performance, appropriate arrangements are put in place with additional training and or one to one support. Rates of supervision are reviewed in monthly performance meetings and are recorded onto an electronic system to aid central reporting. Apart from one to one supervision, other forms of supervision include use of incident review meetings, psychology sessions, group meetings and reflective practice. Lewisham Directorate current practice: Evidence of regular monthly supervision to be tracked through LEAP and Perfect Wards. Supervision is now recorded electronically within the education and Training 'LEAP' electronic system and regular checks and audits are undertaken within the Trust to ensure completion. This is monitored through monthly performance meetings chaired by Deputy Service Director - Minutes from Monthly performance meetings	Quality Meeting weekly Performance Executive monthly
						Performance Executive monthly Governance Executive monthly Monthly Team Governance meetings Monthly Supervisions
6 WYS	The ward managers and Consultant to ensure there are systems in place to address any missing documentation to assure them that all patients have care plans risk assessments that address plans made in ward round (Graded by NICHE as C : Completed)	All risk assessments will be monitored through inpatients dashboard. Clinical Service Lead to review and monitor dashboard for completion rates weekly Band 6 Nurses to complete monthily perfect ward audits Ward round template to be used to identify care plans and risk	Lead Associate	Completed and Ongoing: December 2013 completed roll out of Perfect Wards. Perfect Wards. embedded in practice with weekly and Monthly auditing cycles with areas for improvement and areas of good practice identified within the App for instant feedback to teams: discussed in weekly quality meetings.	Lewisham Directorate current practice: Perfect Ward audits for care plans and risk assessments in clinical safety audit: completed weekly on all inpatient services. This will be reviewed in the monthly team Governance meetings and within Governance Executive meeting - minutes from Governance Executive meeting and Team Governance meetings. Ward Manager and Consultant have daily oversight of inpatients dashboard via Red2Green. Performance monitored through monthly performance meetings - and a classified by Deputy Service Director. Directorate oversight in monthly Performance Executive meeting and Trust oversight via Performance and Quality meeting monthly evidenced through minutes of these meetings. February 2020 Lewisham Directirate Lessons learned event focused on risk assessment and risk formulation with a focus on involving carer's in understanding risk and a sction on Risk assessment and leave	
7	Clare Ward leadership team to develop information leaflets for patients families. (Graded by NICHE As a B: completed and embedded in practice)	Clare Ward will develop information leaflets for patient families. This will embed provision for separate meetings for families and carers to be facilitated on all wards, where this is consistent with the patients capacity if permission is given, or best interests if capacity is lacking.	-	Completed and Ongoing: December 2019 first phase of Community Transformation August 2020 for second phase community transformation.	Evidence from NICHE report: The Ladywell Unit information pack for patients contained information about support for carers, working with carers to make an engagement and support plan, carers' assessments, involving family members and carers and how to get in touch. Specifically, it contains a paragraph inviting carers to ward rounds to meet the Consultant Psychiatrist; and offered further opportunities to meet junior doctors on the ward. The Trust Families and Carers' Handbook contains a section providing information about listening to carers, consent and confidentiality and how best to involve the carer. Lewisham Directorate current practice: Community transformation is currently underway and there has been agreement by London borough of Lewisham to provide funding for carers support leads. The Lewisham Executive now has a carers lead due to the formation of a new post of Deputy Head of Nursing and Quality and Matron leading on Carers work - feedback	Community transformation documents and tracker Governance Executive meeting monthly Performance Executive meeting monthly Quality meeting weekly
SLAM					Ine Lewisham Executive now has a carers lead oue to the formation of a new post of Deputy Head of Nursing and Quanty and Marton leading on Carers work - Teedoack through the Governance executive and evidence in meeting minutes. Local SUCAR (Sprice User and Carer Advisory Group) Meets once a monoted by both the HOn and the Patinet and Public Involvement lead for Lewisham. January 2020 the Lessons learned event focused on Carer and their involvement in informing care. SLAM has developed information on communication and information sharing with families and carers which can be found on the Trust intranet MAUD : This includes a booklets for staff and carers. Evidence of carer's involvement in care and care plans audited through Perfect Wards App and monitored through Performance and Governance executive meetings - Meeting	

	Trust-wide professional Leads for each	Ward to undertake Green light toolkit audit: A	Clinical Convice	Completed December 2019	minutes to provide evidence and audit results Lewisham will be actively recruiting Lived experience practitioners and currently supports the double tick scheme for recruitment which includes Lived experience. Evidence from NICHE report: Clare Ward has Learning Disability Lead Nurse on the ward. The Trust has appointed a Service Lead for Mental Health Learning Disability and	Quality Meeting -weekly
8	Directorate will enlist the help of experts in ASD to be considered when a patient with ASD is admitted to hospital. Pathways for obtaining this expertise to be clarified (Graded by NICHE as D)	ward to undertake steen nght tookid addit. A guide to auditing and improving mental health services so they are effective in supporting people with autism and people with learning disabilities. Increase awareness of Ward teams of availability of Nurse Consultant for Learning Disabilities and Autistic Spectrum Disorder support	Linitia Service Lead Consultant Nurse for LD	Completed December 2019 and Ongoing		Quality Meeting - Weekly Lewisham Serious Incident Panel - Monthly executive meeting
9	domestic abuse, covering staff awareness and availability of training, the effectiveness and impact of policies and procedures, the identification of victims and perpetrators, risk	All safeguarding concerns are reported through the Datix reporting system and under the safeguarding tab on epis and to the Lewisham safeguarding team and followed up by the directoret safeguarding leads and Lewisham council lead. All Datix's are reviewed daily by senior Nurses including the Head of Nursing and Governance Lead and the safeguarding leads are alerted of all Datix's with safeguarding leads are alerted of all Datix's with safeguarding leads are leadered to batis and the safeguarding leads and and the safeguarding leads and the safeguarding leads and all Datix's with safeguarding leads and safeguarding leads and the safeguarding leads are leader to the safeguarding leads and the safeguarding leads and the safeguarding leads and the safeguarding leads are leader to the safeguarding leads are leader to the safeguarding leads and the safeguarding leads are leader to the safeguarding leads are leader to the safeguarding leader to the safeguardi	Governance	Ongoing	abuse as part of both safeguarding children and adults mandatory training. In addition to this, additional guidance around domestic abuse is accessible to staff on the Trust	Governance Executive meeting - monthly Lewisham Safeguarding adult Board meeting Quarterly SLAM Performance and Quality meeting Monthly

10 ¥	The Trust to report to the Safer Lewisham Partnership on the ways in which they have responded to the lessons learned about family concerns being acted upon during inpatient stays, and in particular to risk assessment, planning for discharge and section 17 leave. (Graded by NICHE as E)	following: Report to Lewisham Police Liaison meetings: Bi-monthly meeting with wide membership	Completed December 2019 and Ongoing	Lewisham Directorate current practice: Action evidence sign off meeting with CCG at Lewisham Directorate Serious Incident Panel.Bi-monthly part of the Lewisham Serious Incident Panel meeting during which the representative for Lewisham Clinical commissioning Group (CCG) attends to assess and sign off evidence of actions completion from recommendations and lessons learned from Serious incidents. Minutes from meeting Minutes from Serious Incident Review Group (SIRG) monthly meetings- Meeting between SLaM and CCG in which Serious incident reports are reviewed and ratified.	Lewisham Police liaison meetings Bi-monthly: Bi-monthly meeting with wide membership including Site management team, inpatient General manager, HoN, Ward managers, Approved Mental Health Professional (AMHP) Team Leader, Community Senior management representatives and community incidents, interface issues, AMHP issues and Absent without leave (AWOL) SLAM Trust wide tri-monthly police liaison meeting: Clinical Service Lead's attend on behalf of Lewisham Lewisham Safeguarding adult Board meeting Quarterly Serious Incident Review Group (SIRG) - Monthly Meeting between SLAM and CCG in which Serious Incident reports are reviewed and ratified. Lewisham Serious Incident Panel: Monthly - Bi-monthly Serious Incident (SI) Panel Evidence action meeting. Part of the Lewisham Serious Incident Panel meeting during which the representative for Lewisham Clinical commissioning Group (CCG) attends to assess and sign off evidence of actions completion from recommendations and lessons learned from Serious Incidents
11	The Trust to review the systems in place in adult mental health wards for maintaining dialogue with inpatients GPs whilst they are on the ward. To feed back to the Safer Lewisham Partnership and to work with the CCG and NHS England as appropriate for taking any action needed to improve communication with GPs in Lewisham. (Graded by NICHE as D)	Acute Care Pathway Process Model: This stipulates that Community Teams must ensure that GP details are correct at time of admission and that Discharge notification is sent to GP within 24 hours of discharge Lewisham directorate are recommending that the Trust Acute Care Pathway Model includes a template letter that is completed on admission and circulated to the patient's GP. Lewisham Directorate is currently undertaking a community redesign on an alliance model with greater alignment and integration with GPs as part of its remit. As Above SLaM do not currently report to Safer Lewisham Pathenships but we are exploring SLaM attendance: However SLaM does regularly report to the following: Report to Lewisham Police Liaison meetings: Bi-monthy meeting with wide membership including Site management team, Inpatient General manager, HoN, Ward managers, AMHP Team Leader, Community Consult, Inpatient and Community Indents, Interface issues, AMHP Issues and AWOL Report to Lewisham Safeguarding Adult Board Report to Lewisham	Completed December 2019 and Ongoing	Evidence from NICHE report: Trust Performance and Quality report January 2019 details that they use a system of 'Quality Alerts' to review and respond to concerns raised mainly by GPs (but also other health organizations or partners) model which will delive or third sector agencies) on behalf of their patients or clients. We also note that Lewisham services have begun developing a partnership model which will delive or third sector agencies) on behalf of their service to delive this approach is the newly Jaunched Primary Care Enhanced Service delivered in partnership with MIND. We were told that communication with GPs had improved through this strategic development. Lewisham Directorate current practice: Implementation of ICARE on inpatient units Action evidence sign off meeting with CCG at Lewisham Directorate Serious Incident Panel - Part of the Lewisham Serious Incident Panel meeting during which the representative for Lewisham Clinical commissioning Group (CCG) attends to assess and sign off evidence of actions completion from recommendations and lessons learned from Serious incidents There will be an addition of GP details updated and letter to GP on admission as part of the ICPM admissions checklist: This is in progress	Lewisham Police liaison meetings Bi-monthly: Bi-monthly meeting with wide membership including Site management team, Inpatient General manager, HoN, Ward managers, AMHP Team Leader, Community Senior management representatives and community Consultants. The meeting has standing agenda of Critical care incidents, Inpatient and Community Incidents, Interface issues, AMHP issues and AWOL SLaM Trust wide tri-monthly police liaison meeting: CSL's attend on behalf of Lewisham Lewisham Safeguarding adult Board meeting Quarterly SIRG (Serious Incident Review Board with CCG's) Monthly Lewisham SI Panel: Monthly - Bi-monthly