

Quality Impact Assessment - Transformation & Efficiency Programme

Project Title		Project Overview: Proposal to end the Staff Clinical Psychology contract with NHCT and to reduce the Health and Wellbeign team by 50% to consist of 0.8WTE band 6 only.		Likelihood					
Project URN				Consequence	1 Rare	2 Unlikely	3 Possible	4 Likely	5 Almost certain
Completed by Clinical Lead: Name				5 Catastrophic	5	10	15	20	25
Completed by Clinical Lead: Date				4 Major	4	8	12	16	20
				3 Moderate	3	6	9	12	15
				2 Minor	2	4	6	8	10
				1 Negligible	1	2	3	4	5

Highest Individual score

9

QIA Stage

Stage 2

Risk rating									
Impact Area	Brief description of potential impact	Impact Type	Initial Consequence score	Initial Likelihood score	Total risk score	Possible mitigation	Mitigated consequence score	Mitigated likelihood score	Mitigated risk score
Patient safety		Does the proposal impact in a Positive, Neutral or Adverse way?	On a scale of 1 to 5 - what is the impact of the risk occurring?	On a scale of 1 to 5 - what is the likelihood of the risk occurring?	Corresponding total rating on the matrix above.	Detail what action will be taken to reduce any adverse impact.	What is your adjusted consequence score post mitigation?	What is your adjusted likelihood score post mitigation?	Corresponding total rating on the matrix above.
					0				0

Quality indicators	Actions taken when negative impact on quality (to be completed on review)
How will you measure the impact on quality? What can indicate a change in the quality? (to be completed for ALL impacts)	

Impact Area	Brief description of potential impact	Impact Type	Initial Consequence score	Initial Likelihood score	Total risk score	Possible mitigation	Mitigated consequence score	Mitigated likelihood score	Mitigated risk score
Clinical effectiveness		Does the proposal impact in a Positive, Neutral or Adverse way?	On a scale of 1 to 5 - what is the impact of the risk occurring?	On a scale of 1 to 5 - what is the likelihood of the risk occurring?	Corresponding total rating on the matrix above.	Detail what action will be taken to reduce any adverse impact.	What is your adjusted consequence score post mitigation?	What is your adjusted likelihood score post mitigation?	Corresponding total rating on the matrix above.
					0				0

Quality indicators	Actions taken when negative impact on quality (to be completed on review)
How will you measure the impact on quality? What can indicate a change in the quality? (to be completed for ALL impacts)	

Impact Area	Brief description of potential impact	Impact Type	Initial Consequence score	Initial Likelihood score	Total risk score	Possible mitigation	Mitigated consequence score	Mitigated likelihood score	Mitigated risk score
Patient experience		Does the proposal impact in a Positive, Neutral or Adverse way?	On a scale of 1 to 5 - what is the impact of the risk occurring?	On a scale of 1 to 5 - what is the likelihood of the risk occurring?	Corresponding total rating on the matrix above.	Detail what action will be taken to reduce any adverse impact.	What is your adjusted consequence score post mitigation?	What is your adjusted likelihood score post mitigation?	Corresponding total rating on the matrix above.
	Staff with unsupported mental health issues may develop performance or attendance issues leading to poor patient experience	Adverse	3	2	6	Better signposting to EAP/Primary Care servicesAccess to Work. Prioritisingcollaboration on preventative work to reduce harm occurring.	3	1	3

Quality indicators	Actions taken when negative impact on quality (to be completed on review)
How will you measure the impact on quality? What can indicate a change in the quality? (to be completed for ALL impacts)	
Complaints data	

Project Title			Project Overview:		Likelihood						Extreme risk0 High risk2 Moderate risk2 Low risk3					
Project URN			Proposal to end the Staff Clinical Psychology contract with NHCT and to reduce the Health and Wellbeign team by 50% to consist of 0.8WTE band 6 only.		Consequence					1			2	3	4	5
Completed by Clinical Lead: Name					Rare	Unlikely	Possible	Likely	Almost certain							
Completed by Clinical Lead: Date																
Highest Individual score		9	QIA Stage		Stage 2											

5	Catastrophic	5	10	15	20	25
4	Major	4	8	12	16	20
3	Moderate	3	6	9	12	15
2	Minor	2	4	6	8	10
1	Negligible	1	2	3	4	5

Impact Area	Brief description of potential impact	Impact Type	Initial Consequence score	Initial Likelihood score	Total risk score	Possible mitigation	Mitigated consequence score	Mitigated likelihood score	Mitigated risk score	Quality indicators	Actions taken when negative impact on quality (to be completed on review)
Staff Experience		Does the proposal impact in a Positive, Neutral or Adverse way?	On a scale of 1 to 5 - what is the impact of the risk occurring?	On a scale of 1 to 5 - what is the likelihood of the risk occurring?	Corresponding total rating on the matrix above.	Detail what action will be taken to reduce any adverse impact.	What is your adjusted consequence score post mitigation?	What is your adjusted likelihood score post mitigation?	Corresponding total rating on the matrix above.	How will you measure the impact on quality? What can indicate a change in the quality? (to be completed for ALL impacts)	
	Loss of 1-1 Assessment and Treatment for staff - Staff unable to access 1-1 intervention with clinical psychology, may result in staff sickness or reduced productivity at work.	Adverse	3	3	9	Better signposting to EAP/Primary Care servicesAccess to Work. Prioritisingcollaboration on preventative work to reduce harm occurring.	3	2	6	Sickness Absence Levels, Staff Turnover, Staff Survey Results	
	Support for TRIM - Clinical Psychology will no longer be available for staff assessed through TRIM as at risk for PTSD	Adverse	4	1	4	Review TRIM process and consider outsourcing post traumatic event response with narrowed referral criteria	3	1	3	Datix, Sickness Absence Levels	
	Reflective Peer Support Spaces - reflective spaces will no longer be facilitated by a Clinical Psychologist	Adverse	2	4	8	Utilise alternative options for facilitation such as PNAs/PMAs	2	3	6	Sickness Absence Levels, Staff Turnover, Staff Survey Results, Thinking of Moving conversations, Exit Interviews	

Impact Area	Brief description of potential impact	Impact Type	Initial Consequence score	Initial Likelihood score	Total risk score	Possible mitigation	Mitigated consequence score	Mitigated likelihood score	Mitigated risk score	Quality indicators	Actions taken when negative impact on quality (to be completed on review)
Equality & diversity	See below the protected characteristics and questions which need to be considered.	Does the proposal impact in a Positive, Neutral or Adverse way?	On a scale of 1 to 5 - what is the impact of the risk occurring?	On a scale of 1 to 5 - what is the likelihood of the risk occurring?	Corresponding total rating on the matrix above.	Detail what action will be taken to reduce any adverse impact.	What is your adjusted consequence score post mitigation?	What is your adjusted likelihood score post mitigation?	Corresponding total rating on the matrix above.	How will you measure the impact on quality? What can indicate a change in the quality? (to be completed for ALL impacts)	
					0				0		

- 1) what issues, needs or barriers could the protected characteristic groups experience? For example, are there any known health inequality or access issues to consider?
- 2) What is already in place in the policy or its implementation to address any inequalities or barriers to access including under representation at clinics, screening?
- 3) Please state any barriers that still need to be addressed and any proposed actions to eliminate inequality

Maximum risk score (overall)		9
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Date	Comments

Approval and comments - Divisional General Manager	
Divisional Clinical Chair	
Divisional Head of Nursing	

Equality & Diversity Protected
Characteristics:
Race & Ethnicity
Gender
Age
Religion
Disability
Sexuality
Pregnancy & Maternity
Gender Reassignment
Marriage & Civil Partnership
Socio - Economic Factors (i.e. Living in a poorer neighbourhood / social deprivation)

Example quality indicators
Infection rate e.g MRSA
Medication errors
Slips, trips and falls
Adverse events e.g SUIs
Readmission rate
Mortality rate
Average length of stay
Patient satisfaction (discharge survey)
Patient complaints
Waiting times
Sickness and absence levels
Turnover rate
Staff satisfaction/ safety