

HSC Nursing Services Nurse Agency

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Type of inspection:
Unannounced

Completed on:
20 February 2024

Service provided by:
HSC Futures Ltd

Service provider number:
SP2010011254

Service no:
CS2011280841

About the service

HSC Nursing Services is registered to provide registered nurses to the NHS or public and private sector adult's care services.

About the inspection

This was a short notice inspection which took place on 14 February. The inspection was carried out by one inspector from the Care Inspectorate. To prepare for the inspection we reviewed information about this service. This included previous inspection findings, registration information, information submitted by the service and intelligence gathered since the last inspection.

In making our evaluations of the service we:

- Met with the Director of Quality and Business Development
- Reviewed documents

Key messages

- The service has not yet supplied or introduced any registered nurses to the NHS or any adult care homes.
- The service management have experience of running care services and agencies.
- The service has appropriate documentation and procedures in place to ensure people are recruited people safely.

From this inspection we evaluated this service as:

In evaluating quality, we use a six point scale where 1 is unsatisfactory and 6 is excellent

How good is our leadership and staffing?	3 - Adequate
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Further details on the particular areas inspected are provided at the end of this report.

How well do we support people's wellbeing?

The service has not recruited or provided any registered nurses to the NHS or any adult care homes, therefore we have been unable to fully assess these key questions.

How good is our leadership and staffing?

3 - Adequate

From the information and documentation we were able to review during this inspection visit, we have graded this as adequate. This is in response to the absence of any evidence to evaluate as the service has not recruited or provided any nurses.

We were therefore unable to fully assess some of the quality indicators in relation to this inspection. We undertook a review of the proposed recruitment procedures and documentation that were in place to recruit and manage the registered nurses who may apply to this service.

We saw that the management of the service were experienced in managing and running other care services. The Managing Director of the service was a registered nurse.

The recruitment procedures and documentation that we reviewed were found to be adequate and covered the main requirements, including reference checks, right to work certification, police checks, and professional registration requirements.

Until the service is in a position to supply nurses they have recruited we were unable to assess or grade certain elements of the service.

What the service has done to meet any requirements we made at or since the last inspection

Requirements

Requirement 1

The provider must ensure appropriate recording of risk assessments with dates of review.

This is in order to comply with: The Social care and Social Work Improvement Scotland (Requirements for Care services) Regulations 2011 (SSI 2011/210), Regulation (10)(2)(a) which states premises are not fit to be used unless they are suitable for the purpose of achieving the aims and objectives of the care service set out in the aims and objectives of the care service.

This requirement was made on 23 July 2015.

Action taken on previous requirement

From the evidence and information the service supplied and from what we reviewed at this inspection, we saw that there was appropriate documentation in place to cover the risk assessment criteria.

This requirement is met, however, once the service are in a position to supply registered nurses they have recruited, we will review this again at future inspections.

Met - outwith timescales**Requirement 2**

The service provider must ensure that the person responsible for delivering staff training has received the most up to date training on current best practice and legislation in order to deliver this to newly employed and existing staff.

This is in order to comply with: The Social care and Social Work Improvement Scotland (Requirements for Care services) Regulations 2011 (SSI 2011/210), Regulation 4 (1)(a)Welfare of users Regulation 9 (1)(b) Fitness of employees

This requirement was made on 23 July 2015.

Action taken on previous requirement

As well as the nursing agency, the umbrella organisation also provides a training agency that currently provides all the necessary training for other staff employed by the organisation. This ensures that all required mandatory training elements are completed by staff including an appropriate induction training prior to working with people.

Whilst the service has not supplied any staff yet, we again reviewed the content of the induction and on-going training provided and found this to be suitable. This requirement is met, and we will continue to review this at future inspections and when the service starts to supply any registered nurses.

Met - outwith timescales**Requirement 3**

The service provider must ensure that all staff employed to provide care and support within care home services for adults are registered with the Scottish Social Services Council to ensure they are fit to practice.

This is in order to comply with: The Social care and Social Work Improvement Scotland (Requirements for Care services) Regulations 2011 (SSI 2011/210), Regulation 4 (1)(a)Welfare of users Regulation 9 (1)(b) Fitness of employees.

This requirement was made on 23 July 2015.

Action taken on previous requirement

The service is a nurse agency therefore the staff are required to be registered with the Nursing and Midwifery council (NMC) not the Scottish Social Services Council (SSSC). Until the service have actually recruited some nurses we were unable to fully evaluate this requirement.

Although, we could see from the systems in place and recruitment procedures that this issue would be appropriately addressed prior to any nurse being employed within the service as an agency nurse prior to be deployed to service providers.

We have therefore decided this requirement was met on the basis of the service having adequate documentation and procedures in place to ensure this is adhered to. Also the management have experience of providing similar care and support services and have a good understanding of their requirements and responsibilities in relation to safer recruitment procedures.

Met - outwith timescales

Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.com.

Detailed evaluations

How good is our leadership and staffing?	3 - Adequate
2.1 Safer recruitment principles, vision and values positively inform practice	3 - Adequate

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