

Consultation Response Form

CONSULTATION ON SAFE AND EFFECTIVE STAFFING LEGISLATION CONSIDERATIONS

RESPONSE FORM (IF NOT RESPONDING ONLINE VIA CITIZEN SPACE)

Please indicate your answer to the questions by placing an **X** by your selection. You can also provide further comments in the free text field.

Please send responses electronically using the response sheet below and email address below.

Responses to be sent by email to: StaffingConsultation@health-ni.gov.uk

or by post to:

**Safe and Effective Staffing Team
Department of Health
Castle Buildings
Stormont Estate
Belfast
BT4 3SQ**

The deadline for consultation responses is 5.00pm on Monday 14th October 2024

Consultation Response Form

Safe and Effective Staffing

Respondent Details

Name (Optional)

Organisation and Job
Title (if applicable)

I am responding: as a medical professional

(tick all that apply) as an Health and Social Care (HSC) worker

 as a member of the public

 on behalf of an organisation

When did you last use Within the last 12 months

HSC services? (please 1– 3 years

tick appropriate) 3 – 5 years

 More than 5 years

For this consultation, we may publish all responses except for those where the respondent indicates that they are an individual acting in a private capacity (e.g. a member of the public). All responses from organisations and individuals responding in a professional capacity will be published. We will remove email addresses and telephone numbers from these responses; but apart from this, we will publish them in full. For more information about what we do with personal data please see our consultation privacy notice.

If replying as an individual, please indicate if you do not wish for your identity to be made public.

Yes, make public

No, do not make public

Consultation Questions

Guiding Principles of Safe and Effective Staffing

Question 1. Do you agree with the proposal to introduce legislative guiding principles for staffing in health and social care in Northern Ireland?

Yes

No

Comments

Question 2. Do you agree with the proposal that the guiding principles will apply when the provision of services is being sought or secured from outside of directly provided health and social care services, e.g. from the independent sector or community and voluntary sector?

Yes

No

Comments

Question 3: Are there any additional considerations that should be included?

Yes

No

Comments

Workforce Planning

Question 4. Do you agree with the proposal to introduce a legal requirement on the Department of Health to apply evidence-based strategic workforce planning?

Yes

No

Comments

Question 5: Do you agree that Health and Social Care Trusts and health agencies should have a legal requirement to undertake operational workforce planning?

Yes

No

Comments

Question 6: Do you agree that there should be a legislative requirement on the Department of Health to carry out workforce reviews every 10 years and conduct interim evaluations every 3 years?

Yes

No

Comments

Question 7: Do you agree with the proposal to place a legislative duty on the Department of Health to take all reasonable steps to ensure implementation of workforce reviews?

Yes

No

Comments

Question 8: Do you agree with the proposal that an annual duty is placed upon the Minister to review the commissioning of healthcare pre-registration training places by the Department?

Yes

No

Comments

Common Staffing Method

Question 9: Do you agree with the proposal that a statutory duty be placed on the Department of Health and Health and Social Care Trusts to utilise a common staffing calculation tool for nursing and midwifery?

Yes

No

Comments

Question 10: Do you agree with the proposal that a statutory duty is placed on the Department of Health and Health and Social Care Trusts to utilise a common staffing method for nursing, midwifery and social work?

Yes

No

Comments

Question 11: Do you agree with the proposal that a statutory requirement is placed on the Department of Health to consider the use of a common staffing method and staffing calculation tool for Allied Health Professionals, Dentistry, Pharmacy and Social Care within 1 year of the legislation coming into operation, and if determined applicable, should develop and utilise these within 3 years of the legislation coming into operation?

Yes

No

Comments

Question 12: Do you feel that the Department should have a statutory duty placed on it to utilise common staffing methods across the full range of social care settings including, but not limited to, nursing and care homes, residential homes, respite care, day centres and day opportunities, and domiciliary care services provided both by statutory services and by the independent sector?

Yes

No

Comments

Question 13: Are there any areas where you consider it not to be appropriate to develop common calculation methods or tools?

Yes

No

Comments

Question 14: Do you agree with the proposal to place a statutory duty on the Department to consult with relevant trade unions and professional bodies when developing common staffing methods across the full range of professional disciplines?

Yes

No

Comments

Question 15: Do you agree with the proposal to place a statutory duty on all providers of public health and social care services in Northern Ireland to take all reasonable steps to always ensure that suitably qualified and competent individuals, from such a range of professional disciplines as necessary, are working in such numbers as are appropriate for –

- the health, wellbeing, and safety of patients,
- the provision of safe and high-quality health care, and
- in so far as it affects either of those matters, the wellbeing of staff?

Yes

No

Comments

Question 16: Do you agree with the proposal to place a statutory duty on the Department of Health and Health & Social Care Trusts to take all reasonable steps to ensure there are sufficient numbers of -

- registered nurses,
- registered midwives,
- allied health professionals,
- social workers,
- registered care workers,
- dentists,
- pharmacists,
- medical practitioners, and
- any professional disciplines set out in Appendix 2?

Yes

No

Comments

Reporting & Monitoring Arrangements

Question 17. Do you agree with the proposal that a statutory duty be placed on reporting arrangements for the Department of Health, Health and Social Care Trusts and relevant employers?

Yes

No

Comments

Question 18. Do you agree with annual reporting on compliance with the responsibilities outlined within the legislation? If not annually, what would be your preferred reporting cycle?

Yes

No

Comments

Question 19: Do you agree with the proposal to place a statutory duty on Health & Social Care Trusts and health care providers to –

- Have real-time staffing assessment of compliance with the proposed duty to have appropriate numbers of staff in place;
- Have a risk escalation process in place; and
- Ensure appropriate staff training is in place?

Yes

No

Comments

Question 20: Do you agree with the proposal that a statutory duty is placed on social care service providers that have been procured by the Health & Social Care Trusts to have real-time staffing assessment and risk escalation processes in place?

Yes

No

Question 21: Do you agree with the proposal that the primary legislation will provide powers to make further regulations?

Yes

No

Comments

Question 22: Do you have any other comments that you feel are relevant to this consultation?

Yes

No

Comments