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| <p>Governance – 2.5.10 Undermining and inappropriate behaviours towards junior doctors in T&O. Ensure an investigation into the behaviours reported and take appropriate action to ensure values and behaviours are conducive with the NHS Code of Conduct and Trust values are being applied</p> | <p>Current BRAG Rating</p> <p style="background-color: #00FF00; color: black; padding: 5px;">Completed 30 March 2015</p> | <p>Recommended BRAG Rating</p> <p style="background-color: #0056b3; color: white; padding: 5px;">Blue subject to CQC/HEEM confirmation Trust Board 22 December 2015</p> | |
| <p>Detail:</p> | | | |
| <p>CEO and Medical Director have attended T&O Departmental meetings to address the behavioural issues. Medical Director has scheduled in 6 weekly meetings to ensure that behavioural and team developments are being progressed through an action plan.</p> <p><i>“Foundation doctors said that the Consultants were all approachable and that there had been good supervision which had also allowed them some autonomy.” - July 2015 T&O HEEM visit report</i></p> <p><i>“Trainees said they would recommend their posts and that the department was a ‘good place to train’. They discussed that the department can be both very busy and quiet. Trainees also discussed good supervision and described supportive consultants.” - July 2015 T&O HEEM visit report</i></p> | | | |
| <p>Evidence:</p> | | | |
| <p>July 2015 T&O HEEM visit report</p> | |  Final Draft SFHDraft - FT Traum | |
| <p>On - going monitoring arrangements: The medical director meets regularly with service leads and the issue will continue to be monitored in future HEEM visits.</p> | | | |
| <p>Executive Director Responsible:</p> | <p>Medical Director - Andy Haynes</p> | <p>Responsible Assurance Committee:</p> | <p>Quality Committee</p> |