



HERTFORDSHIRE PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST

Action plan for recommendations arising from Verita Independent Investigation for Mr Z

This serious incident refers to a tragic event on 26 August 2011, when Mr Z, a 49-year-old man, took the life of his estranged wife. He was found guilty of murder and sentenced to life imprisonment.

Mr Z had received inpatient and community care and treatment from five NHS Trusts:

- South Essex Partnership University NHS Foundation Trust (SEPT);
- Hertfordshire Partnership NHS Foundation Trust (HPFT);
- Oxford Health NHS Foundation Trust (OHFT);
- Milton Keynes Community Health Services (MKCHS); and
- Luton and Dunstable Hospital NHS Foundation Trust (L&DFT).

In HPFT an internal panel review was held which reported in August 2012. Its report made 10 recommendations to reduce the chances of such an incident happening again, all of which have been implemented.

The external investigation into the involvement of all the NHS Trusts was undertaken by VERITA. Eight recommendations were made to improve care, four being relevant to HPFT. The Trust has accepted all four recommendations.

Actions in response to these four recommendations are shown below.

Service User's Initials:	n/a	Date Action Plan Agreed	13 07 2015
Datix Reference Number:	W31741	Incident Date:	August 2011

No	Recommendation (taken from the Investigation report)	Action	Expected timescale for completion (MM/YY)	Person responsible for action	Level of recommendation (Team, Service, Strategic Business Unit, Organisation)	Evidence of implementation / Supporting documentation	Rag rating / date action completed (MM/YY)
1	SEPT, MKCHS and HPFT should ensure all medical practitioners meet the requirements of <i>Good Medical Practice</i> (GMC) and <i>Good Psychiatric Practice</i> (Royal College of Psychiatrists) with respect to recording their reasons for reaching diagnostic conclusions and for treatment decisions.	<p>HPFT has a comprehensive programme of training for trainee, staff grade and consultant psychiatrists. To supplement this:</p> <ol style="list-style-type: none"> 1. A memo will be sent by the Executive Director – Quality and Medical Leadership to all Consultants highlighting the learning from this case 2. The Head of Psychiatric Training will be asked to confirm that formulation skills are taught as appropriate. 	01/08/15 01/08/15	Executive Director – Quality and Medical Leadership Head of Practice Governance (JW)	Organisation Organisation	Memo Training content	Date Completed :

2	<p>HPFT should ensure that all clinicians put into practice the trust risk assessment and risk management policy, and that every discharge communication contains all known information relating to risk. The trust should also provide assurance that this is embedded in practice.</p>	<p>A further programme of audit and re-audit will take place in 2015/2016 to ensure compliance with the risk assessment and management policy</p>	31/03/16	PACE team manager	Organisation	Completed audit reports with actions implemented	
3	<p>HPFT and SEPT should provide assurance that all staff adhere to children's and adults' safeguarding policies and procedures and monitor that these are in routine use.</p>	<p>Both policies to be distributed via the Safeguarding Leads to all services/teams and provide a signing sheet that the policy has been read and discussed within Team Meetings</p>	31/08/15	Consultant Named Nurse for Safeguarding	Organisation	<p>Minutes of Safeguarding Meeting</p> <p>Signed sheet from Service Clinical Leads</p> <p>Team minutes</p> <p>SG Strategy Group</p> <p>Training compliance data</p> <p>Safeguarding referral data</p>	

4	SEPT and HPFT should review the joint protocol <i>Treatment of staff and their relatives</i> to ensure that it includes all the points included in the recommendation in the multi-health agency investigation.	HPFT has worked effectively with SEPT in the past to agree a Joint Protocol. This will now be reviewed to incorporate the learning from this incident.	30/09/15	Head of Practice Governance	Organisation	Revised policy	
---	---	--	----------	-----------------------------	--------------	----------------	--

Person completing :	Jonathan Wells	Person signing off:	Catherine Pelley (on behalf of Oliver Shanley Deputy Chief Executive)
Position:	Head of Practice Governance	Position:	Deputy Director Safer Care and Standards
Date completed:	13 th July 2015	Date signed off:	13 th July 2015