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WALES

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>25 February 2020</b>	<b>Agenda Item</b>	<b>2.3</b>
<b>Report Title</b>	<b>Update on Domestic Services as part of Environmental Decontamination Team</b>		
<b>Report Author</b>	Joanne Jones, Head of Support Services		
<b>Report Sponsor</b>	Craigie Wilson, Deputy Chief Operating Officer		
<b>Presented by</b>	Craigie Wilson, Deputy Chief Operating Officer		
<b>Freedom of Information</b>	Open		
<b>Purpose of the Report</b>	This report provides an update on the current situation with domestic recruitment and outcome of the Senior Leadership Team where the cleaning hours were raised as part of an update on environmental decontamination.		
<b>Key Issues</b>	The key issues included in this report are: <ul style="list-style-type: none"> <li>• The updated situation with domestic staff recruitment</li> <li>• The investment required in domestic services to meet the requirements</li> </ul>		
<b>Specific Action Required</b> <i>(please choose one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Recommendations</b>	Members are asked to: <ul style="list-style-type: none"> <li>• <b>NOTE</b></li> </ul>		

## UPDATE ON DOMESTIC SERVICES AS PART OF ENVIRONMENTAL DECONTAMINATION TEAM

### 1. INTRODUCTION

This report provides an update on the recommendations made in the October and February report presented to the Senior Leadership Team (SLT) which proposed for a consistent approach to Health Board wide environmental decontamination taking into account National and UK wide practice, current evidence, local practice and cost efficiency.

### 2. BACKGROUND

A report as attached Appendix 1 was presented to the SLT on 5<sup>th</sup> February 2020. (Follow up to a report presented in October 2019)

The following funding hours was requested:

Site	Hours per week	Cost per annum £
<b>Singleton</b>		
Basic cleaning hours to meet minimum standards reflected in National Standards of Cleanliness	247	221,000
Hours to reflect PII cleaning	28	26,000
<b>Total Singleton</b>	<b>275</b>	<b>£247,000</b>
<b>Morrison</b>		
Basic cleaning hours to meet minimum standards reflected in National Standards of Cleanliness	220 <sup>3</sup> / <sub>4</sub>	197,000
Increased PII	85	76
Rapid response	150	134,000
Increased cleaning CDI PII	187 <sup>1</sup> / <sub>2</sub>	168
Increased Supervisor Cover	150	147,000
<b>Total Morrison</b>	<b>793 <sup>1</sup>/<sub>4</sub></b>	<b>£722,000</b>

Overall Total: 1068 hours per week £969

In the SLT paper the 85 hours for PII cleans were not included in the proposal as the infection control team had confirmed that the additional 85 hours of cleaning time would cease. This could be removed if the basic ward hours and increased cleaning for a PII was available.

**Revised total: 983 hours    Total cost: £893,000**

The SLT supported the proposal and the HSS was asked to prioritise requirements.

The priorities and actions are contained within the following action plan:

<b>Actions</b>	<b>By whom</b>	<b>Proposed Date</b>	<b>Comment</b>
Current vacancies : Singleton 200 hours Morriston 270 hours To be advertised	Rob Daniel, Deputy Head of Support Services	14/2/20	Current vacancies to be put on trac
Task and finish group to be established to arrange an Open Day for recruitment representatives from:- <ul style="list-style-type: none"> <li>• domestic department</li> <li>• recruitment</li> <li>• HR</li> <li>• Occupational Health</li> <li>• DBS (shared services)</li> </ul>	Joanne Jones, Head of Support Services	21/2/20	All relevant teams to meet to discuss / confirm best way to proceed. Open day to take place by 1/4/20
Additional hours to be offered to Domestic staff.	Rob Daniel, Deputy Head of Support Services	1/3/20	All existing domestic staff to be offered more hours.
Additional cleaning hours to be offered to HCSW.	Gareth Howells, Director of Nursing	1/3/20	All existing HCSW to be offered more hours.
Additional cleaning hours to be offered to admin staff.	t.b.c.	1/4/20	Training, DBS checks etc to be considered. Will consider position after domestic and HCSW recruitment campaign.
Additional hours to be prioritised in to year 1 and year 2	Joanne Jones, Head of Support Services. Lisa Hinton, Assistant Director of Nursing, Infection Control	1/3/20	Prioritisation of hours to take place. 400 hours to be made available for recruitment by 1/4/20.
Task and Finish Group to be established to review the new 'model' cleaning cover all roles	Joanne Jones, Head of Support Services.	1/3/20	Group established to consider the best model. Target date 1/9/20/

domestic, nursing and estates.	Lisa Hinton, Assistant Director of Nursing, Infection Control		Consider banding, training, and workload analysis.
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It is important that any increase in cleaning hours will be beneficial but other areas also need to be considered; nurse cleaning, estates cleaning and estates response times, hand washing and use of antimicrobial medicines.

### 3. GOVERNANCE AND RISK ISSUES

Healthcare associated infections are associated with poor patient outcomes, and are significant quality and safety issues. Continuing failure to achieve the infection reduction improvements is an unacceptable position for our patients, for the Health Board and Welsh Government and is likely to be a consideration in a decision to escalate to Special Measures.

### 4. FINANCIAL IMPLICATIONS

The following funding was requested:

Site	Hours per week	Cost per annum £
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<b>Total Singleton</b>	<b>275</b>	<b>£247,000</b>
<b>Morriston</b>		
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**Revised total: 983 hours Total cost: £893,000**

Overall Total: 1068 hours per week £969

In the SLT paper the 85 hours for PII cleans were not included as it had been confirmed that the additional cleaning would cease. Additionally this could be removed if the basic ward hours and increased cleaning for a PII was available.

**Revised total:        983 hours    Total cost: £893,000**

## **5. RECOMMENDATION**

Members are asked to:

- **NOTE** the agreement to employ the increased hours agreed by the Senior Leadership Team on 5<sup>th</sup> February 2020

Governance and Assurance		
<b>Link to Enabling Objectives</b> (please choose)	<b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b>	
	Partnerships for Improving Health and Wellbeing	<input checked="" type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	<b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
Health and Care Standards		
(please choose)	Staying Healthy	<input checked="" type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input type="checkbox"/>
Quality, Safety and Patient Experience		
The increase in cleaning hours will improve the environmental cleanliness of the ward which is a benefit to the patient.		
Financial Implications		
<b>Site</b>	<b>Hours per week</b>	<b>Cost per annum £</b>
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<b>Overall Total: 1068 hours per week £969</b>		

<b>Legal Implications (including equality and diversity assessment)</b>	
Healthcare associated infections are associated with poor patient outcomes, and are significant quality and safety issues. Continuing failure to achieve the infection reduction improvements is an unacceptable position for our patients, for the Health Board and Welsh Government and is likely to be a consideration in a decision to escalate to Special Measures.	
<b>Staffing Implications</b>	
Additional domestic staff will be recruited as a result of the paper.	
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>	
<ul style="list-style-type: none"> <li>○ <b>Long Term</b> - The importance of balancing short-term financial needs with the need to safeguard the ability to also meet long-term infection and hygiene needs.</li> <li>○ <b>Prevention</b> - To prevent HCAI occurring or getting worse will help the Health Board meet its objectives.</li> <li>○ <b>Collaboration</b> - Acting in collaboration with Nursing, Estates and Infection Control will help the Health Board to meet its well-being objectives.</li> <li>○ <b>Involvement</b> - The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the Health Board serves.</li> </ul>	
<b>Report History</b>	October 2019 paper to SLT on update report on the recommendation for Environmental Decontamination and February 2020 paper to SLT on 2 <sup>nd</sup> update report on the Recommendations for Environmental Decontamination.
<b>Appendices</b>	None