

**Strictly Private & Confidential: NNU Options Appraisal 08/09/16**

<b><u>Option</u></b>	<b><u>Employment Considerations</u></b>	<b><u>Clinical Considerations</u></b>
Retain in current redeployed role within Risk team for extended period (e.g. until written review received, further clinical case review)	<ul style="list-style-type: none"> <li>• Delaying re-integration into the team.</li> <li>• Potential evidence towards constructive dismissal claim.</li> <li>• De-skills members of staff for further period.</li> </ul>	<ul style="list-style-type: none"> <li>• Longer a nurse is out of clinical practice the more difficult it will be to retrain and maintain competencies to go back into the clinical area</li> <li>• Potential lack of confidence when put back into the clinical area</li> </ul>
Re-integrate back within NNU in original role with review of competencies	<ul style="list-style-type: none"> <li>• Mitigates evidence towards potential constructive dismissal claim.</li> <li>• Risk that still undertaking role within ITU/HDU.</li> <li>• Potential risks of whistleblowing from other staff members regarding reinstatement.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff member will be exposed to looking after all levels of baby from the onset</li> <li>• Individual may feel under pressure in looking after the ITU/HDU babies</li> <li>• NNU Practice Development Sister in place to support will competency compliance</li> </ul>
Re-integrate back within NNU with clinical supervision and review of competencies	<ul style="list-style-type: none"> <li>• Mitigates evidence towards potential constructive dismissal claim.</li> <li>• Risk that still undertaking role within ITU/HDU.</li> <li>• Potential risks of whistleblowing from other staff members regarding reinstatement.</li> <li>• Capacity of senior nursing team to support clinical supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• Clinical supervision may be difficult given the current staffing challenges</li> <li>• Potential impact on the rest of the clinical team and pressure to support one individual continually.</li> </ul>
Re-integrate back within NNU without ITU/HDU duties whilst competencies reviewed (e.g. 3 months)	<ul style="list-style-type: none"> <li>• Mitigates evidence towards potential constructive dismissal claim.</li> <li>• Reduces risk level whilst competency review undertaken.</li> </ul>	<ul style="list-style-type: none"> <li>• NNU Practice Development Sister in place to support competency assessment and compliance</li> <li>• This situation creates a less stressful</li> </ul>

<u>Option</u>	<u>Employment Considerations</u>	<u>Clinical Considerations</u>
	<ul style="list-style-type: none"> <li>Reasonable actions to integrate back into role with support.</li> <li>Mitigates potential risks in relation to clinical supervision capacity and ITU/HDU interaction, until competencies reviewed and signed off.</li> </ul>	<p>environment in which to review and achieve clinical competencies</p> <ul style="list-style-type: none"> <li>This approach is consistent in terms of practice elsewhere across the Trust in respect of integrating a member of nursing staff back into a clinical area/team</li> </ul>
<p>Extended secondment/ redeployment into the risk team for 12 months whilst review of structure / competencies</p>	<ul style="list-style-type: none"> <li>Provides supportive environment whilst further reviews of unit.</li> <li>Reduces potential risks of whistleblowing from other staff members regarding reinstatement.</li> <li>Delaying re-integration into the team.</li> <li>Potential evidence towards constructive dismissal claim.</li> <li>De-skills members of staff for extended period.</li> </ul>	<ul style="list-style-type: none"> <li>The longer the staff member is out of clinical practice, the less likely they will be able to be integrated back into clinical practice</li> <li>The above would limit future clinical employment options (already limited because of specialist skills/area)</li> </ul>
<p>Disciplinary Investigation undertaken</p>	<ul style="list-style-type: none"> <li>Formal process to understand ground / no grounds for disciplinary.</li> <li>Clarity of what evidence is required.</li> <li>Clarity of what has changed to commence investigation is required.</li> </ul>	
<p>Whistleblowing / Speak out Safely concern raised – fact finding / investigation required:</p> <ul style="list-style-type: none"> <li>Grounds for Disciplinary investigation</li> <li>No grounds for Disciplinary investigation</li> </ul>	<ul style="list-style-type: none"> <li>Consider concerns raised under Speak out Safely (Raising concerns about patient safety and whistleblowing) policy.</li> <li>Undertake fact finding to assess if grounds for disciplinary investigation.</li> <li>Mitigates potential risks raised by other members of staff regarding whistleblowing.</li> <li>Mitigates potential unfair dismissal claims from other members of staff.</li> </ul> <p>Reputational risk.</p>	
<p>Resignation &amp; constructive dismissal claim</p>	<ul style="list-style-type: none"> <li>Member of staff resigns on breach of contract / trust &amp; confidence.</li> <li>Potential claim (circa £185) plus costs.</li> </ul>	