

Appendix 1: Framework for considering concerns and risks

Likelihood	Consequence				
	1: Insignificant Reduced quality of patient care	2: Minor Unsatisfactory quality of care	3: Moderate Mismanagement of patient care	4: Major Minor injury to patient or staff	5: Catastrophic Fatal/major injury to patient of staff
1: Rare	1	2	3	4	5
2: Unlikely	2	4	6	8	10
3: Possible	3	6	9	12	15
4: Likely	4	8	12	16	20
5: Almost certain	5	10	15	20	25

Concerns	Serious concerns	Immediate risk
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Examples of Serious Concern issues	
Issues	Examples
Significant shortfall in staffing levels	Gaps in provision of core team functions mean lack of access for patients
Signs that patient rights are being breached	Parents feedback indicates that they are not included in their child's treatment decisions
Signs that staff rights are being breached	Staff feedback that some team members are experiencing bullying behaviour
Signs that a group of unmet standards are leading to potentially unsafe practice	Staffing issues indicate that certain staff members are covering the shortfall within the team by doing jobs above and beyond their banding

Examples of Immediate Risk issues	
Issues	Examples
Significant safeguarding concerns	Concerns about the safety of patients and quality of safeguarding awareness/action
Serious concerns about a member of staff's fitness to practise	A member of the review team considers that a member of staff is not fit to practice
Concerns about the safety of an individual	A staff member has alluded to being at risk of suicide due to stress
Patient safety is at risk	Staff shortages within the service mean that the level of treatment provided to patients presents an immediate risk to their health

Appendix 2: Identifying level of concern and action

