

**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>   |