



Care Quality Commission
Citygate
Gallowgate
Newcastle upon Tyne
NE1 4PA
Telephone: 03000 616161
Fax: 03000 616172
www.cqc.org.uk

By Email

minhalexander@aol.com

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**Care Quality Commission
Health and Social Care Act 2008
Regulation 5: Fit and Proper Persons Requirement (FPPR)**

Provider name: Mid-Essex Hospital Services NHS Trust

Dear Mrs Alexander

Following our review of the information you submitted under Regulation 5 (Appendix A), we are now writing to inform you of our conclusions.

We firstly considered whether the information you provided was of sufficient concern to require us to ask the relevant registered provider to review it. That decision depends partly on whether objective supporting information is provided, and whether this can be directly related to the directors in question.

In the case of the information you supplied, you did not identify individual directors, but we shared your concerns with the Trust. Mr Smith contacted the CQC inspection team in 2014 to raise his concerns and the team gained assurance from the trust regarding the concerns with which they were satisfied. The concerns were then followed up at the comprehensive inspection of 2014.

The local team engaged with the Trust again on the well-led inspection in October 2018 to follow up on the outcome of the employment tribunal. The Trust informed us they have undertaken work following the judgements including group work focus on the whistle blowing policy at the trust. The development of the policy has included all stakeholders including staff site representatives as well as non-union affiliated staff representatives. There has been the full implementation of the freedom to speak up network. The Trust has nominated a NED for FTSU. There has been a dignity and respect campaign in 2017 and a further raising of executive's visibility. The inspection team received positive feedback at inspection, particularly about the daily staff briefings that are given by executives. There has been ongoing work against an action plan in response to the staff survey. The trust acknowledged an historic disconnect between staff side representatives and senior trust management. They

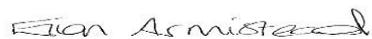
were also aware that further work was required with staff side. There has been an increase in executive attendance at staff side meetings as well as a more formal approach to contact which the trust believes is working. The local team are continuing to engage with the Trust.

The Trust has informed us that the Director of Nursing and Deputy Director of nursing who were referenced in the employment tribunal are no longer working for an NHS provider and therefore as they are no longer employed in a director role, they are outside the scope of Fit and Proper Person Requirement (regulation 5).

This concludes all CQC's correspondence with you on the application of Regulation 5 to all information you supplied.

If you require any further information I would encourage to contact the Trust directly.

Yours sincerely

A handwritten signature in black ink that reads "Ellen Armistead". The signature is written in a cursive style.

Ellen Armistead
Deputy Chief Inspector, Hospitals Directorate