

Welcome to our monthly newsletter! In this edition, we'll focus on two crucial aspects of healthcare in Health & Social Care: 'Safe Discharges' and 'Health Clearance' for staff members.

Ensuring patients' safety upon discharge from healthcare facilities is very important, and our newsletter will provide valuable insights and tips on how to achieve this effectively. Additionally, we'll look into the significance of health clearance for staff working in health and social care, shedding light on the protocols and procedures in place to maintain a healthy and safe work environment. Stay tuned for informative and actionable content to enhance healthcare practices across North East London!

MANAGING STAFF HEALTH AND WELLBEING AND ORGANISATIONAL OBLIGATION TO MANAGE INFECTION, PREVENTION AND CONTROL

In our newsletter, we want to emphasize the importance of healthcare management for our staff, especially in small adult social care services.

It's crucial for service providers to:

- Have access to occupational health services to support the well-being of their employees.
- Ensure that staff members complete a health assessment after a job offer and provide information about their health history and immunizations.
- Ensure that policies for the protection of staff are in place and in date.
- Ensure that staff members complete a risk assessment for the need of immunization against relevant infections such as influenza, hepatitis B, and COVID-19 is also essential.
- These measures are important for maintaining a safe and healthy work environment for everyone.

OCCUPATIONAL HEALTH FOR SOCIAL CARE SERVICES

- Small adult social care services may not have access to occupational health services.
- Service providers should ensure that staff can get advice when needed, for example through their insurance company, a GP or an occupational health agency.



POLICIES FOR THE PROTECTION OF STAFF



Services should have clear policies for screening our staff. These policies should cover the following aspects:

- Risk assessment of need for immunization, in particular hepatitis B and COVID-19 immunization.
- Health screening for communicable disease, including tuberculosis and where appropriate, blood borne virus (BBV) screening for those undertaking exposure prone procedures.
- Use of personal protective equipment (PPE).
- Post-exposure management, for example for inoculation injuries.
- Circumstances under which staff may need to be excluded from work or have their duties modified checking for contagious illnesses.
- Handling possible exposure to infections
- Evaluating the need for immunizations
- How staff should report any illness and when they may need to stay home from work.

OCCUPATIONAL HEALTH COMPETENCY TRAINING

All health and social care workers are expected to complete occupational health competency training



What is safe discharge ?

Health & Social Services must be satisfied that the discharge would be safe – which means that there is an appropriate care and support plan in place.

What is discharge planning ?

Discharge planning is a process that determines the kind of care a patient needs after leaving the hospital. Discharge plans should ensure a patient's transition from the hospital to another medical facility or to their home is as safe and smooth as possible.



According to hospital discharge and community support guidance, NHS and local authorities can work together to plan and implement hospital discharge, recovery, rehabilitation, and rehabilitation in the community, and the guidance has been structured around 3 themes:

The care journey:

- NHS bodies and local authorities should agree the discharge models that best meet local needs and are effective and affordable within the budgets available to NHS commissioners and local authorities
- NHS bodies and local authorities should ensure that, where appropriate, unpaid carers and family members are involved in discharge decisions.
- Planning for discharge should start on admission, or before for elective procedures.
- People should be supported to be discharged to the right place, at the right time, and with the right support that maximises their independence and leads to the best possible sustainable outcomes

Structure ,Roles and responsibilities:

- Local areas should develop a discharge infrastructure that supports safe and timely discharge to the right place and with the right treatment, care and support for individuals
- Joint accountability across health and social care leads to better outcomes
- Health and local authority social care partners should support people to be discharged in a timely and safe way as soon as they no longer require care in NHS acute hospitals, NHS community hospitals and virtual wards.
- Assessing for long-term needs at an optimised point of recovery or stability improves people's outcomes.
- Discharge requires active risk management across the system.

Specific needs:

- Palliative and end of life care needs should be anticipated and met as part of an individual's discharge journey.
- Information should be shared across relevant health and care teams and organisations across the system in a secure and timely way to support best outcomes.
- Planning and implementation of discharge should respect an individual's choices and provide them with the maximum choice and control possible from suitable and available options.
- Mental capacity, advocacy and special arrangements for discharge.
- NHS bodies and local authorities should ensure people receive support that is tailored to their specific needs and circumstances

Please see the guidance link below for more information : [Hospital discharge and community support guidance - GOV.UK](https://www.gov.uk/government/guidance/hospital-discharge-and-community-support-guidance) (www.gov.uk)

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References:

- Picture: communicating new policies and procedures sample | deskalerts (alert-software.com)
- What is occupational health? (coactionhealth.co.uk)
- Training overview - wrap compliance
- Health and social care act 2008: code of practice on the prevention and control of infections and related guidance - gov.uk (www.gov.uk)
- Hospital discharge and community support guidance - gov.uk (www.gov.uk)