

Terms of Reference for an Internal Review Relating to Health Advisor

Background

On 22nd September 2008, a Health Advisor employed by NHS Bolton, was convicted at Bolton Crown Court of the offence of Sexual Assault by Penetration. The offence was committed against a patient of NHS Bolton who was at the time 14 years old.

Cases of this type are fortunately extremely rare. To ensure lessons are learned by the organisation as a whole an Internal Review has been commissioned.

Leading the Review

The Review will be led by Helen Clarke Executive Nurse member of the PCT Board and Ron Fulton Non-Executive Director.

Scope of the Review

The review will describe and make any necessary recommendations for improvement in respect of:

- The recruitment processes related to the Health Advisor
- The clinical policies and protocols relevant to this case
- The systems of reporting by staff that have cause for concern and organisational response
- The disciplinary processes
- The safeguarding investigations

Whilst the review is focused on internal systems and learning where issues are identified that have implications for other organisations involved in the case these will be highlighted.

Timing of the Review

The review will be undertaken during September and October 2008. A final report and recommendations will be produced no later than 26 November 2008.

Publication of the Review

The findings of the review will be a public document. The review report will be formally submitted to the NHS Bolton Board and the Bolton Children's Safeguarding Board.

Follow-Up Actions

An action plan in response to the recommendations from the review will be developed. Implementation of the action plan will be given organisational priority and progress to implement will be overseen by the Board of NHS Bolton.

In early 2009 an external body will be commissioned to undertake external review of the NHS Bolton systems and processes for safeguarding children and asked to provide assurance that lessons have been learned and action implemented from this difficult case.