

FOI 0187/2023 Response

- 1. I would like to know if there is currently or was previously only one CPN employed at Lyndon Clinic to cover all patients. Clarification: I am asking about the number of unfilled vacancies from December 2022 until the present time.**

Since December 2022.

There were 2 unfulfilled vacancies from February 2023.

This increased to 4 vacancies at the end of May 2023.

At the end of June this decreased to 3 vacancies.

At the end of September 2023, we will have 1 vacancy left as 2 CPNs are due to start with 1 vacancy, and 1 vacancy recruited to start in 2024.

Please note, that the afore mentioned CPNs was supported by the Clinical Lead, Support, Time, and Recovery (STR) workers, Newington Community Mental Health Team (CMHT), and the Trust's Duty Team.

This therefore meant that there has not been a sole member of staff undertaking clinical duties.

- 2. What are the reasons for staff vacancies arising and remaining unfilled?**

A number of staff have left due to seeing opportunities for promotion. There have been challenges in recruiting staff due to competing vacancies from other teams and departments

- 3. How many patients are currently supported by one CPN?**

CPNS have caseloads of up to 30, but there has been need for CPNS to assist in overseeing management of other cases where there is staff sickness or vacancies

- 4. How many CPN vacancies are currently unfilled and why?**

1 post is vacant , a student nurse will take this post when they are qualified

As of August 2023- the team has recruited to a number of vacancies with all but 1 member of staff in post by end of September 2023. Those staff waiting to start are awaiting final recruitment checks or awaiting final nursing qualification. One post will remain 'vacant' until September 2023 with second year student identified to fill this post. Plan is to look at secondment or bank staff to cover the post

- 5. What is the recruitment plan to fill empty vacancies?**

At present not required- To continue to look at recruitment where required, look at agency bank staff or consider alternative roles (support worker) in place of traditional CPN role

- 6. I would like to know what policies are in place for staff retention. Clarification: Specifically, I want to know how /what the Trust policy/incentives are/were for keeping CPNs in their roles in order to avoid them leaving.**

Appraisals, professional development, training opportunities, flexible working opportunities, access to health & wellbeing support for staff wellbeing by management via supervision or informal support on regular basis by management

- 7. Have any CPN vacancies recently been filled and what are the details for these?-**

3 x Band5/6 Preceptorships (2023), 1 x Band5/6 preceptorship- 2024, 1 x band 6 0.3

- 8. What training have new CPN's undertaken, specifically in relation to the communication of discontinuing CPN support**

General training is given in relation to caseload management and CPA policy,