



Inspection Report on

Libertatem Healthcare Group Limited

**Cross Community Centre
Pontardawe
Swansea
SA8 4HU**

Date Inspection Completed

03/11/2023

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About Libertatem Healthcare Group Limited

Type of care provided	Domiciliary Support Service
Registered Provider	Libertatem Healthcare Group Limited
Registered places	0
Language of the service	English
Previous Care Inspectorate Wales inspection	This is the first inspection since registration with CIW (Care Inspectorate Wales).
Does this service promote Welsh language and culture?	This service does not provide an 'Active Offer' of the Welsh language and does not demonstrate a significant effort to promoting the use of the Welsh language and culture.

Summary

Libertatem Health Care Group are an English based company supporting people in both England and parts of Wales. Libertatem's domiciliary service, supports a small number of people in West Wales within their own homes. People told us they are happy with the service being provided to them by a small, dedicated staff team.

Support plans are tailored to the specific needs of people. Plans are written and reviewed routinely by people and their case manager. The service has policies and procedures in place to keep people safe.

Overall, there is adequate oversight of the service, the Responsible Individual (RI) carries out service visits to obtain their feedback about the service. Visit records and quality of care reports are produced. These documents for the most part support the manager to drive improvement. Some staff feel supported while others feel there is a disconnect with the wider organisation.

Well-being

People have a voice and inform their personal plans. People are able to advocate for themselves, expressing their wishes and aspirations. Personal plans are person centred and reflect the needs of people. Plans are reviewed regularly by people and their case managers. People told us they felt in control of their day-to-day care and support and are actively supported by staff to do the things they can't.

People feel safe, secure, and protected from abuse and neglect. The provider has systems and processes in place to safeguard people. The training plan shows most staff have completed online safeguarding training. The provider has comprehensive safeguarding policies and procedures in place which are accessible online to staff. Staff spoken with are aware of their responsibilities with regards reporting concerns.

People's physical and emotional well-being is supported by the staff team. People told us they are supported by a good staff team who know and understand them well. Staff who are able to support their physical and emotional needs encouraging them to be as independent as possible. This is supported by good personal plans and associated risk assessments.

People are supported to access healthcare and services to maintain their health and wellbeing. We saw daily notes showing a good history of timely referrals to the GP and other health related professionals.

There is adequate oversight of the service. The provider has one manager and two clinical leads covering a small number of services across Wales. The RI visits services to obtain feedback, in person, through MDT (Multi-disciplinary Team) meetings and questionnaires. People and staff told us they are happy with the support they receive from line management, but do not know the RI or their role and responsibilities.

Care and Support

The provider considers a wide range of views and information to confirm their ability to meet the needs of people they support. The provider has a good Statement of Purpose (SoP). This document explains how the service will be provided and gives information on the admissions process; staffing levels and personal plans to ensure the suitability of service. The guide to services is provided to people as a welcome pack. The pack contains information on how to make a complaint and emergency contact numbers. However, the pack does not contain information about the RI, fees and terms and conditions, to support their choice in accepting the service.

The provider has good personal plans in place reflecting the needs of people. People meet regularly with the manager to review the service provided. A professional told us; *“The staff team I have working with my clients are really very good and take great care to promote their wellbeing”*.

The provider has relevant safeguarding policies and procedures in place. Staff understand the importance of reporting safeguarding and whistleblowing concerns. Staff told us; *“Make sure people live in a good and safe environment and their health and wellbeing is looked after”*. *“I would flag up any issues with my manager”*.

People are supported to have control over their day-to-day life choices and are listened to. People told us they have control over all aspects of their daily living and are actively supported by staff to meet their personal outcomes. People are supported to be part of the recruitment process, writing the advert, and having the final say on recruitment. However, the recruitment process can be slow, and the number of skilled candidates limited, which can be frustrating for people.

The systems for medication management are adequate and regular audits are carried out. Medication administration records are accurately completed, the provider uses an electronic medication administration system, to safeguard people. Training for staff with responsibility for administration of medication is in place, this was confirmed by the training plan and by staff. Medication competency assessments of staff are carried out, however documents seen are not signed by staff or analysed to show competence.

Leadership and Management

The provider has arrangements in place for the adequate oversight of the service through ongoing quality assurance. As part of ongoing quality assurance providers are required to produce biannual quality of care reports and quarterly visits to the service. Quality monitoring reports seen did not fully capture the information or analysis required. There is a management structure in place. The Responsible Individual delegates responsibilities to a management team, including a registered manager working across England and Wales and two clinical leads. This team works together to support services across Wales. This structure is adequate at present given the low numbers of people being supported. There is a risk assessment in place, and the RI will monitor this management structure during their quality monitoring processes to ensure adequate management support to people and staff. This is of importance to the wellbeing of people as both people and staff across Libertatem have commented on the lack of communication from the wider organisation.

People are supported by a service that meets their needs. Staff have the knowledge and understanding to support people to meet their individual needs and outcomes. Staff told us they have received all mandatory online training and are satisfied with this medium of training, however there is no quality measure in place to confirm the understanding of staff and no practical training to embed the theory. There is no impact on people, an improvement notice has not been issued on this occasion, but we expect the provider to ensure this is embedded and sustained.

Staff files seen show good recruitment processes. Disclosure Barring Service (DBS) checks are undertaken in line with regulations. Staff are registered with or working towards registration with Social Care Wales, the workforce regulator. People receive a consistent service with staff who know them well. We saw staff receive regular supervision. However, there was a mixed response from staff across Libertatem with regards the quality and productivity of the supervision itself.

Summary of Non-Compliance

Status	What each means
New	This non-compliance was identified at this inspection.
Reviewed	Compliance was reviewed at this inspection and was not achieved. The target date for compliance is in the future and will be tested at next inspection.
Not Achieved	Compliance was tested at this inspection and was not achieved.
Achieved	Compliance was tested at this inspection and was achieved.

We respond to non-compliance with regulations where poor outcomes for people, and / or risk to people’s well-being are identified by issuing Priority Action Notice (s).

The provider must take immediate steps to address this and make improvements. Where providers fail to take priority action by the target date we may escalate the matter to an Improvement and Enforcement Panel.

Priority Action Notice(s)

Regulation	Summary	Status
N/A	No non-compliance of this type was identified at this inspection	N/A

Where we find non-compliance with regulations but no immediate or significant risk for people using the service is identified we highlight these as Areas for Improvement.

We expect the provider to take action to rectify this and we will follow this up at the next inspection. Where the provider has failed to make the necessary improvements we will escalate the matter by issuing a Priority Action Notice.

Area(s) for Improvement

Regulation	Summary	Status
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N/A	No non-compliance of this type was identified at this inspection	N/A
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