

H.M Assistant Coroner
Mr Stephen Simblet KC
SEAX House
Victoria Road South
Chelmsford
Essex
CM1 1QH

Our Ref: [REDACTED]

[REDACTED]

25 July 2024

Dear Mr Simblet KC

Regulation 28 Report to Prevent Future Deaths- Selina Samarina

I write further to your Regulation 28 Report to Prevent Future Deaths (PFDR) dated 19th June 2024, relating to the Inquest of Miss Selina Samarina.

I have carefully reviewed your report and discussed your concerns with my colleagues in the related specialties. I have set out below our response to the concerns raised.

Matters of Concern

(1) I was told in evidence that the Trust has now consolidated the staffing rotas for the Emergency Department and Paediatrics Department, so that it is now easier to see any deficit as one deficit across two departments. That does not however, address the situation of how and why a situation in which only 60% of the doctors are available for these important services.

(2) I am concerned about the overall sufficiency of the staffing arrangements.

The Trust has now improved how paediatric shifts are allocated to the Emergency Department to ensure that it is adequately staffed. We have developed the governance and management around staffing the Emergency Department so that we can promptly escalate staffing issues before a shift commences, and appropriately manage and mitigate any potential staffing concerns.

Whereas previously, the Paediatric Department had the responsibility of identifying and allocating Paediatric shifts for Paediatric Emergency Department cover to staff, this task is now undertaken by the Emergency Department team themselves. This change ensures that the Emergency Department can identify which shifts are required by grade and experience level according to the demand across the whole department. These shifts are then approved within the care group and the Paediatric team assist in identifying suitable cover where Paediatric skills are specifically needed.

The Emergency Department team are of course better placed to review the staffing arrangements as they possess the knowledge of staff competencies within their teams and can ensure that a safe staffing skill mix is met for each shift. This extends to not only the medical teams, but also the wider staff groups including for example allied professions and Advanced Nurse Practitioners.

Our rota-coordinators are completing regular checks throughout each day to maintain safe staffing levels in the Emergency Department, and we hold early multi-disciplinary planning meetings ahead of each weekend to carefully manage unforeseen risks and issues such as sickness. The rota coordinators can request authority to put shifts out to bank or agency if required, and if these cannot be filled, we have a clear escalation route to the senior management teams to devise mitigation plans if required. However, in practice this happens only occasionally as we are forward planning in good time and bank shifts are usually filled.

As a comparison, and for assurance of the improvements we have made since this tragic case, I have attached our audit data collated for the Easter period in 2024, names of the staff members have been redacted. The data shows that very few shifts were unfilled during this period, despite this often being a challenging time to cover shifts, and middle grade and Consultant rotas were well filled. Senior doctor cover was as planned especially on the late shifts going into the evening and overnight.

We will continue to monitor the staffing of the Emergency Department as part of our ongoing audit programme, and we are confident that we are now in a much-improved position.

We are grateful for you bringing this issue to our attention and are grateful for the opportunity to learn from these events. We hope that the action we have taken, and will continue to take, has provided assurance that your concerns are being addressed.

If you have any further concerns or you would like to discuss this case further, please do not hesitate to contact me.

Yours sincerely



**Medical Director, Deputy CMO and Consultant ENT Surgeon
Mid and South Essex NHS Foundation Trust**

Enc Audit data

HealthRota - Day View

Search

CTRL

K

Mid and South Essex NHS FT

ED Daily Doctors

Fri

29-03-2024

			00:00	01:00	02:00	03:00	04:00	05:00	06:00	07:00	08:00	09:00	10:00	11:00	12:00	13:00	14:00	15:00	16:00	17:00	18:00	19:00	20:00	21:00	22:00	23:00
Shift	Job	Location																								
Hour Count			9	9	9	9	9	9	7	7	19	15	19	22	25	25	27	32	33	24	22	19	22	20	20	15

Tier 5

Early	Consultant	EPIC																								
Mid	Consultant	Ambulator...																								
Mid	Consultant	Ambulator...																								
Late	Consultant	EPIC																								
Mid	Consultant																									

Medical Examiner

Tier 4 EPIC

Early	SpR	ED																								
Early	SpR	ED																								
Late	SpR	ED																								
Late	SpR																									
Night	SpR	ED																								
Night	SpR	ED																								

Tier 4

Early	SpR																									
Early	SpR																									
Mid	SpR																									
Mid	SpR																									
Late	SpR																									
Late	SpR																									
Night 1	SpR	ED																								
Night 1	SpR	ED																								

Primary Care

Morning	ST/GP																									
Mid	ST/GP																									
Late	ST/GP																									

Tier 2

Early	ACCS																									
Early	FY2																									
Early	SHO																									
Early	SHO																									
Mid	FY2	ED																								
Mid	SHO	ED																								
Late	FY2																									
Late	SHO																									
Late	FY2 >																									
Late	FY2																									
Late	SHO																									

Help

3

4

[illegible]

ED Daily Doctors

Sun

31-03-2024

Shift	Job	Location	00:00	01:00	02:00	03:00	04:00	05:00	06:00	07:00	08:00	09:00	10:00	11:00	12:00	13:00	14:00	15:00	16:00	17:00	18:00	19:00	20:00	21:00	22:00	23:00
Hour Count			9	9	9	9	9	9	3	3	11	9	10	11	17	17	19	21	22	19	18	18	18	17	18	16

Tier 5

Early	Consultant	EPIC																								
WkEd Mid	Consultant	Ambulator...																								
Late	Consultant	EPIC																								

Medical Examiner

Tier 4 EPIC

Weekend E...	SpR																									
Weekend L...	SpR																									
Night	SpR	ED																								
Night	SpR	ED																								

Tier 4

Weekend E...	SpR	ED																								
Weekend T...	SpR	ED																								
Night 1	SpR	ED																								
Night 1	SpR	ED																								

Primary Care

Morning	ST/GP																									
Mid	ST/GP																									
Late	ST/GP																									

Tier 2

Weekend E...	SHO																									
Weekend E...	FY2																									
Weekend T...	FY2																									
Weekend T...	SHO																									
Night 1	SHO	ED																								
Night 2	SHO	ED																								

ACPs/PAs

Early	ACP																									
Late	PA																									

Weekend Locums

Early	SpR	Locum																								
Early	FY2	Locum																								
Mid	SpR	Locum																								
Late	SpR	Locum																								
Late 2	FY2	Locum																								
Late 2	FY2	Locum																								
Late 2	FY2	Locum																								

[illegible]

ED Daily Doctors

Mon

01-04-2024

Shift	Job	Location	00:00	01:00	02:00	03:00	04:00	05:00	06:00	07:00	08:00	09:00	10:00	11:00	12:00	13:00	14:00	15:00	16:00	17:00	18:00	19:00	20:00	21:00	22:00	23:00
Hour Count			9	9	9	9	9	9	4	4	14	11	15	19	21	21	24	30	30	23	23	20	20	17	16	12

Tier 5

Early	Consultant	EPIC																								
Mid	Consultant	Ambulator...																								
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Mon L	Consultant	Ambulator...																								
Late	Consultant	EPIC																								

Medical Examiner

Tier 4 EPIC

Early	SpR	ED																								
Early	SpR																									
Late	SpR	ED																								
Late	SpR																									
Night	SpR	ED																								
Night	SpR	ED																								

Tier 4

Early	SpR																									
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Mid	SpR																									
Mid	SpR																									
Late	SpR																									
Late	SpR																									
Night 1	SpR	ED																								
Night 1	SpR	ED																								

Primary Care

Morning 2	ST/GP																									
Mid	ST/GP																									
Late	ST/GP																									

Tier 2

Early	SHO																									
Early	FY2																									
Early	SHO																									
Early	SHO																									
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Mid	FY2	ED																								
Late	GPVTS																									
Late	FY2																									
Late	FY2																									
Late	SHO																									
Late	FY2																									

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