

THE REGULATION AND QUALITY IMPROVEMENT AUTHORITY (RQIA)

FAILURE TO COMPLY NOTICE

Name of Registered Establishment: Springfield Dental Surgery	Name of Registered Person: Springfield Dental Surgery Mr Eamonn Toner
Address of Registered Agency: Springfield Dental Surgery (RQIA ID: 11496)	
Issue Date: 12 June 2025	FTC Ref: FTC000245
Regulation not complied with: <i>The Independent Healthcare Regulations (Northern Ireland) 2005</i> <i>Fitness of workers</i> <i>Regulation 19.—</i> <i>(2) A person is not fit to work in or for the purposes of an establishment, or for the purposes of an agency unless –</i> <i>(d) full and satisfactory information is available in relation to him in respect of each of the matters specified in Schedule 2.</i> <i>SCHEDULE 2</i> <i>INFORMATION REQUIRED IN RESPECT OF PERSONS SEEKING TO CARRY ON, MANAGE OR WORK AT AN ESTABLISHMENT OR AGENCY</i> <i>(2) Either –</i> <i>(a) Where a certificate is required for a purpose relating to registration under Part 111 of the Order, or the position falls within section 115 (3) or (4) of the Police Act 1997 (a), an enhanced criminal record certificate issued under section 115 of that Act.</i>	
Specific failings to comply with regulations: During the unannounced inspection on 13 January 2025 the arrangements for recruitment of new staff were reviewed. It was identified that the necessary records in relation to staff recruitment were not in place for a sample of recently recruited staff. RQIA were not able to evidence that pre-employment checks to include an AccessNI	

Enhanced Disclosure check had been sought and reviewed prior to the newly recruited staff members commencing work. A risk assessment for one current staff member awaiting Hepatitis B vaccination had not been completed.

The previous practice manager/receptionist advised they had officially retired but return to work when needed in an emergency. No recruitment records were available for this individual.

This lack of governance and oversight of the recruitment process has the potential to place patients at risk.

Action required to comply with regulations:

The registered person must ensure that:

- Robust arrangements must be in place to maintain a staff register in accordance with Schedule 3 Part II (6) of The Independent Health Care Regulations (Northern Ireland) 2005.
- The registered person must ensure that at all times staff are recruited and employed in accordance with statutory legislation and mandatory requirements. This includes the receipt and review of a satisfactory AccessNI enhanced disclosure check prior to commencement of employment.
- The registered person must ensure that the staff recruitment policy and procedure contains details of all the required information as listed within Regulation 19 (2) and Schedule 2 of The Independent Health Care Regulations (Northern Ireland) 2005.
- The registered person must implement robust monitoring systems to ensure that the recruitment process is compliant with statutory legislation and mandatory requirements.
- The registered person must ensure that all staff involved in the recruitment process receive training or refresher training in selection and recruitment.
- Recruitment and training records must be available for inspection.

The Registered Person may make written representations to the Chief Executive of RQIA regarding the issue of a failure to comply notice, within one month of the date of serving this notice.

Date by which compliance must be achieved: 11 August 2025

Signed 

Interim Director of Independent Healthcare

This notice is served under The Health and Personal Social Services (Quality, Improvement and Regulation) (Northern Ireland) Order 2003 and The Independent Health Care Regulations (Northern Ireland) (2005)

It should be noted that failure to comply with some regulations is considered to be an offence and RQIA has the power under regulations to prosecute for specified offences.