



Welcome to Safe Staffing Collaborative

Breakthrough Series Collaborative Approach



Part 1

- Learning session
- What's happening just now

Part 2

- Plan Action
- Benefits of improvement
- What are the measurements

Part 3

- How you Implemented in your setting
- Results of small tests of change



Contents:

- Safe staffing legislation
- The work of the safe staffing project
- Collaboration
- Quality improvement approach
- Your data and measuring success

Outcomes of these sessions

Partners will:

1. Have knowledge of the Health and Care (Staffing)(Scotland)Act 2019 and the guiding principles and duties.
2. Map out the relevant policies and procedures relating to safe staffing within your care setting.
3. Have knowledge on how the legislation applies to your care setting.
4. Have knowledge and understanding of how quality improvement and service development will shape safe staffing.
5. Have knowledge of the local context and professional quality measures of workforce planning in your area.



“How did we get here



Staffing levels in care homes were previously decided by set ratios.

We also had staffing schedules that formed part of the registration of care homes and set out the minimum numbers and skill mix of staff required at various times of the day and night.

Some of these staffing schedules set out supernumerary time for managers and at times ancillary staff

The Care Inspectorate has been assessing staffing when inspecting against quality indicator 3.3 (Staffing levels are right and staff work well together) and more recently, in the Covid-19 specific inspections quality indicator 7.3 (Staffing arrangements are responsive to the changing needs of people experiencing care)

Now we are embarking on a time when services are getting ready for the implementation of the new staffing legislation.

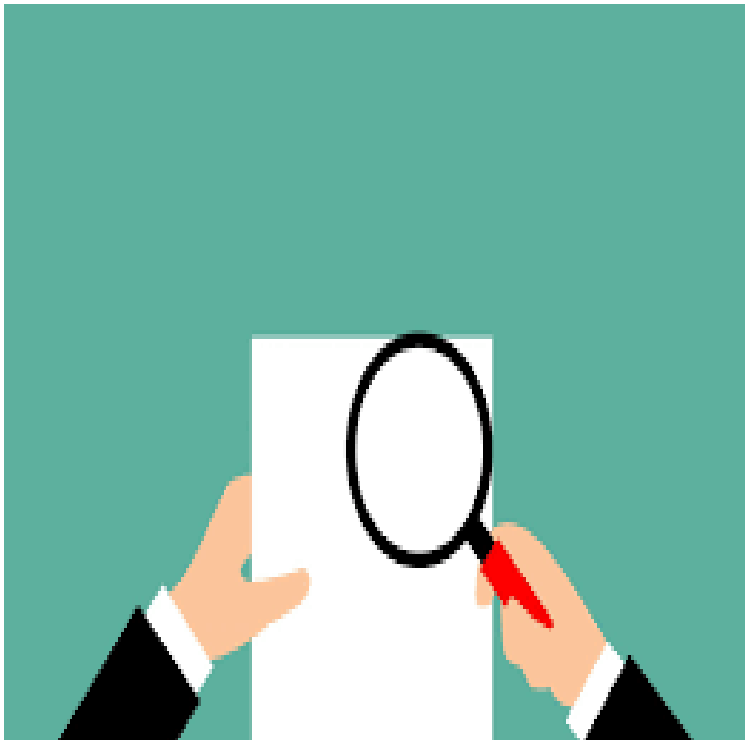


Health and Care (Staffing) (Scotland) Act 2019

**The Bill for this Act of the Scottish Parliament was passed by the
Parliament on 2nd May 2019 and received Royal Assent on 6th June
2019**

An Act of the Scottish Parliament to make provision about staffing by the
National Health Service and by providers of care services

Safe Staffing Legislation



Part 1 – Guiding principles

Part 2 – Staffing in the NHS

Part 3 – Staffing in care services

Part 4 – General provisions

The guiding principles of the legislation

The guiding principles of the legislation are:



“that the main purposes of staffing for health and social care and care services are to provide safe and high-quality services', and to ensure the best care outcomes for service users”.

Health and Care (Staffing)(Scotland)Act 2019.

Implications of the Legislation



Care services



Commissioning



Ministers reporting



Care Inspectorate



Developing a staffing method

It must include:

Staffing tool

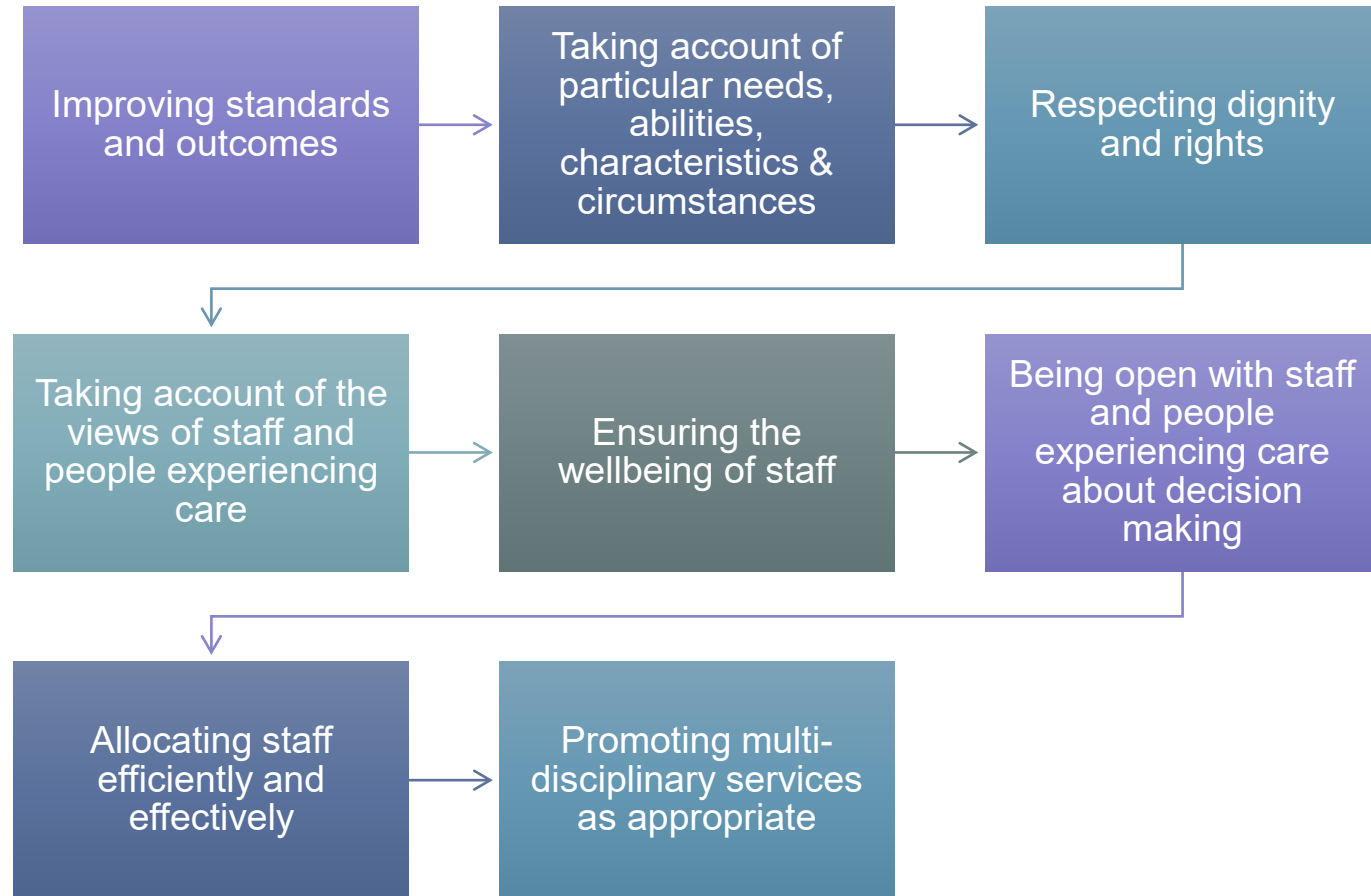
Qualitative information based on people's needs

Quantitative and qualitative information related to professional judgement

A Staffing Method may also include:



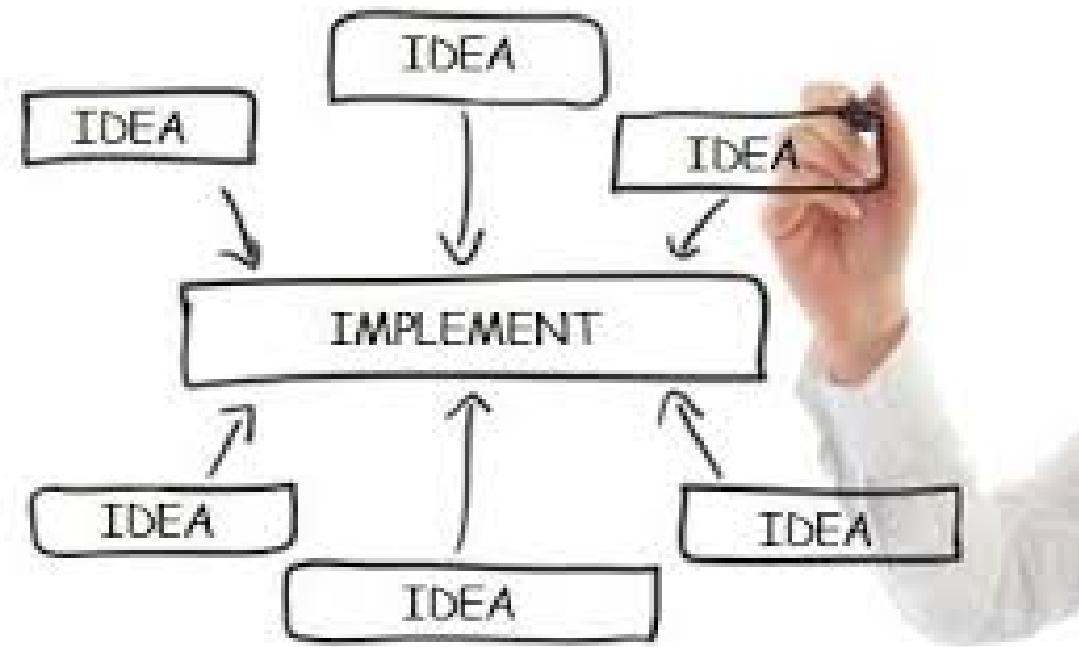
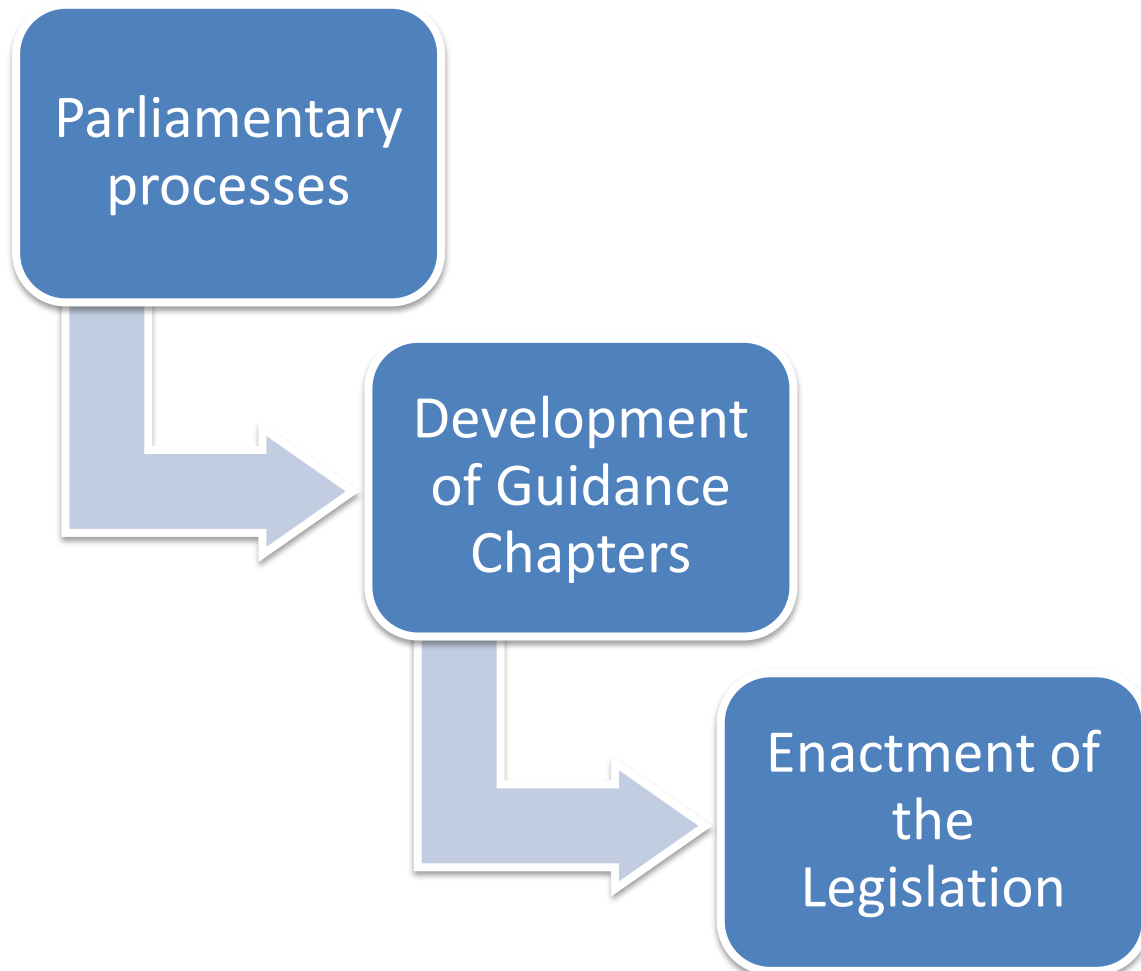
Staffing is to be arranged while:



Guidance for providers on the assessment of staffing levels

Publication date: March 2021

Timeline to implementing the Act



Vision and Values of the Safe staffing project

“To ensure that in care homes in Scotland there are the right people, in the right place, with the right skills at the right time, working to ensure people experience the best health and care outcomes”

Person centred

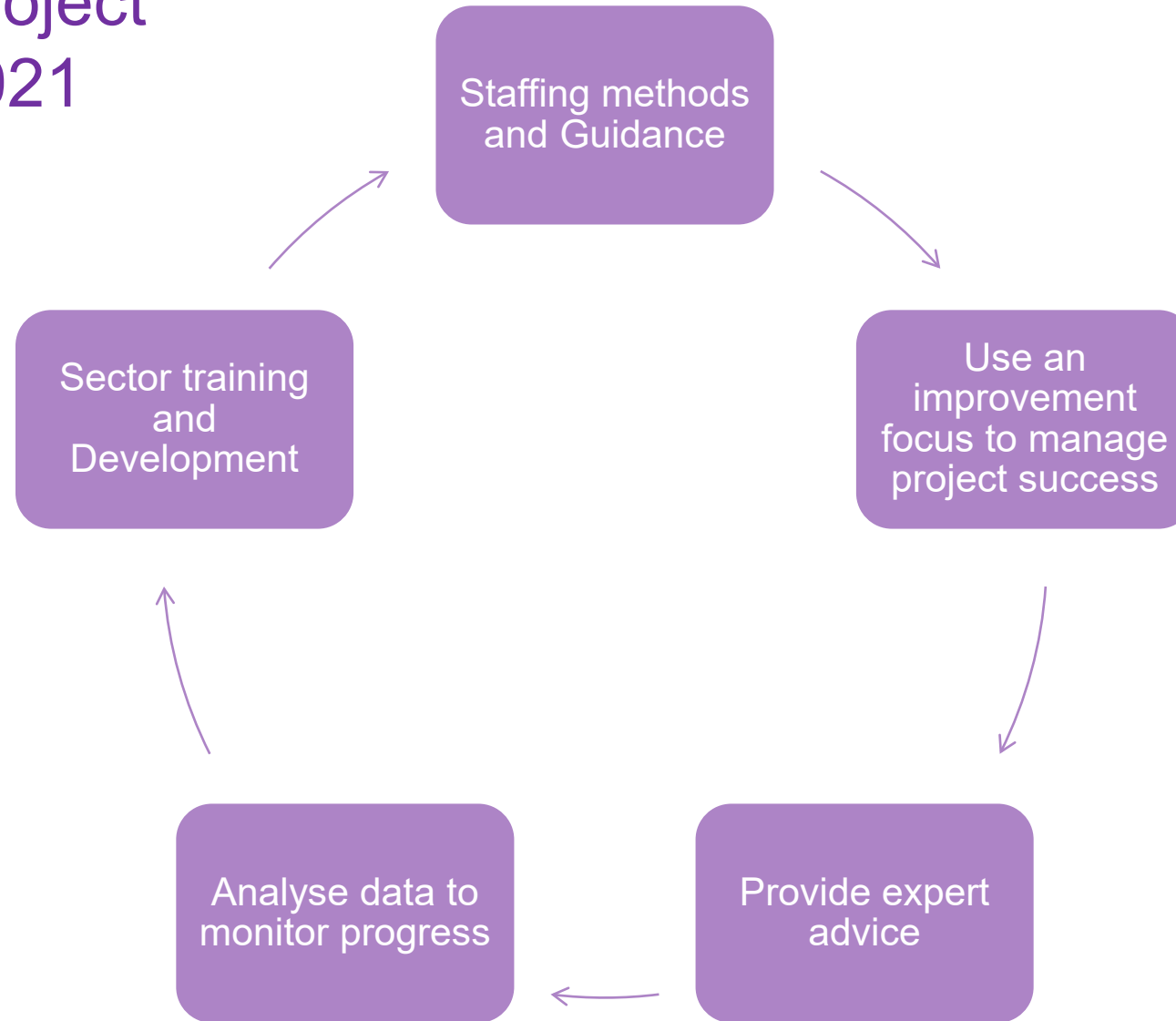
Fairness

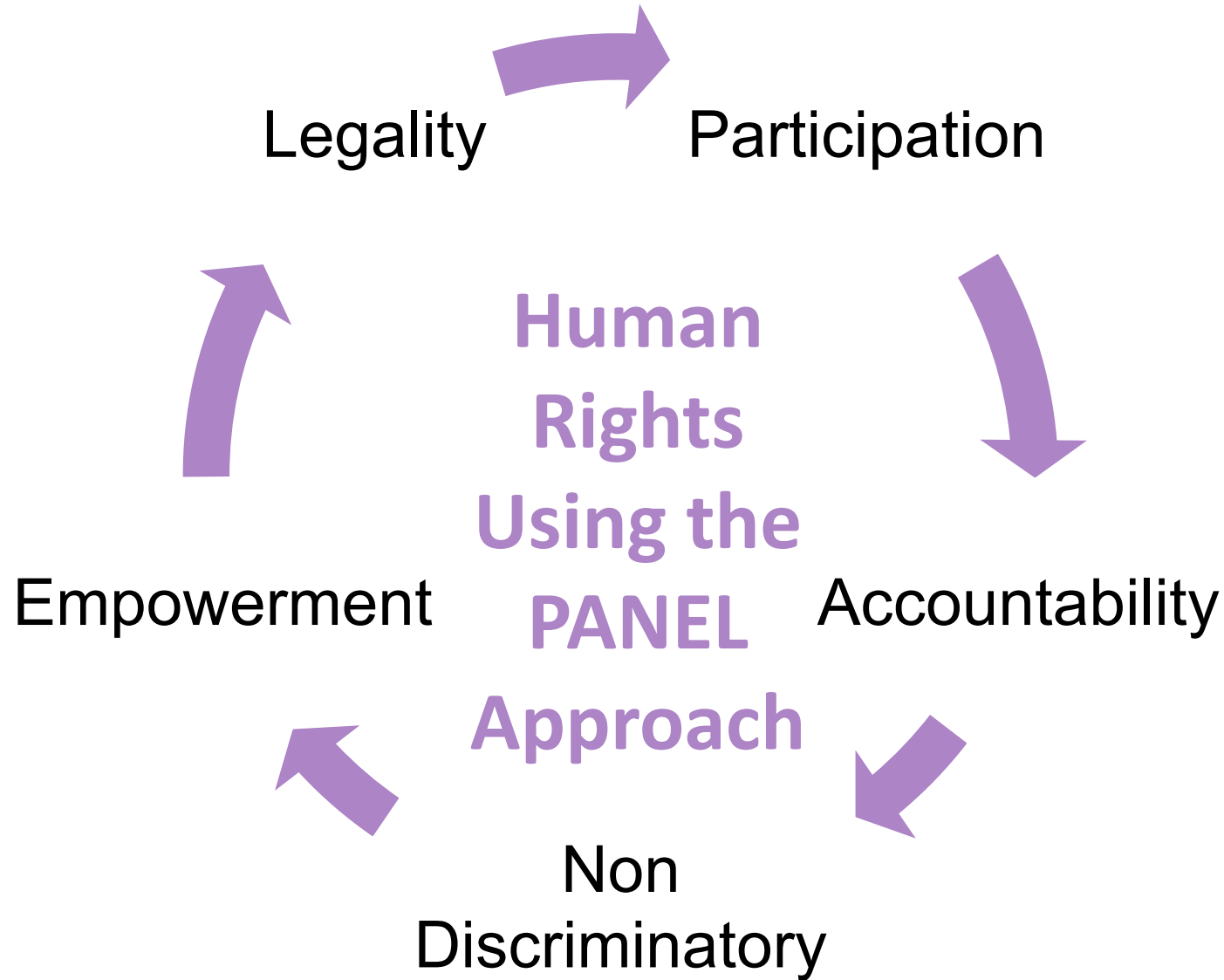
Respect

Integrity

Efficiency

Safe staffing project objectives 2021





Collaborative Approach

Advisory groups

Engagement
and consultation

Project
documents

Communication
strategy

Impact and
influence across
social care
sector

People
experiencing
care

Social care
workforce

Health and
social care
partnerships

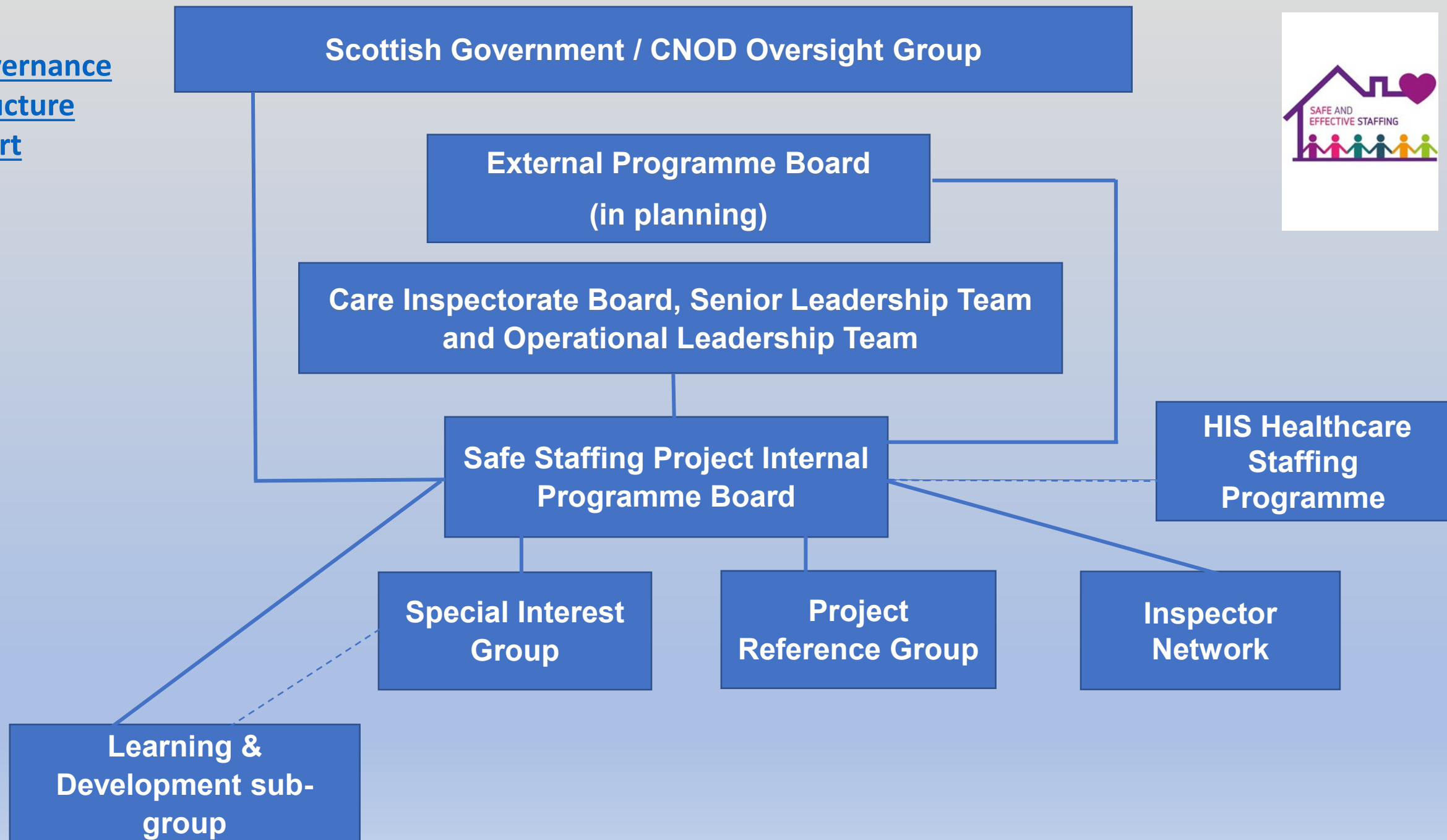
Commissioners
– local
authorities

Care home
providers

Communities

Representatives
of the care home
sector

Governance
Structure
Chart



Staffing performance data from inspection data 2020/21



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Scotland - Staffing

Care homes for older people profile



813 Care homes for older people providing over 37000 places

Range in size from 1 to 225 places

Range in WTE staffing from 1 to 414.25*

Data from Inspection year 2020/21.

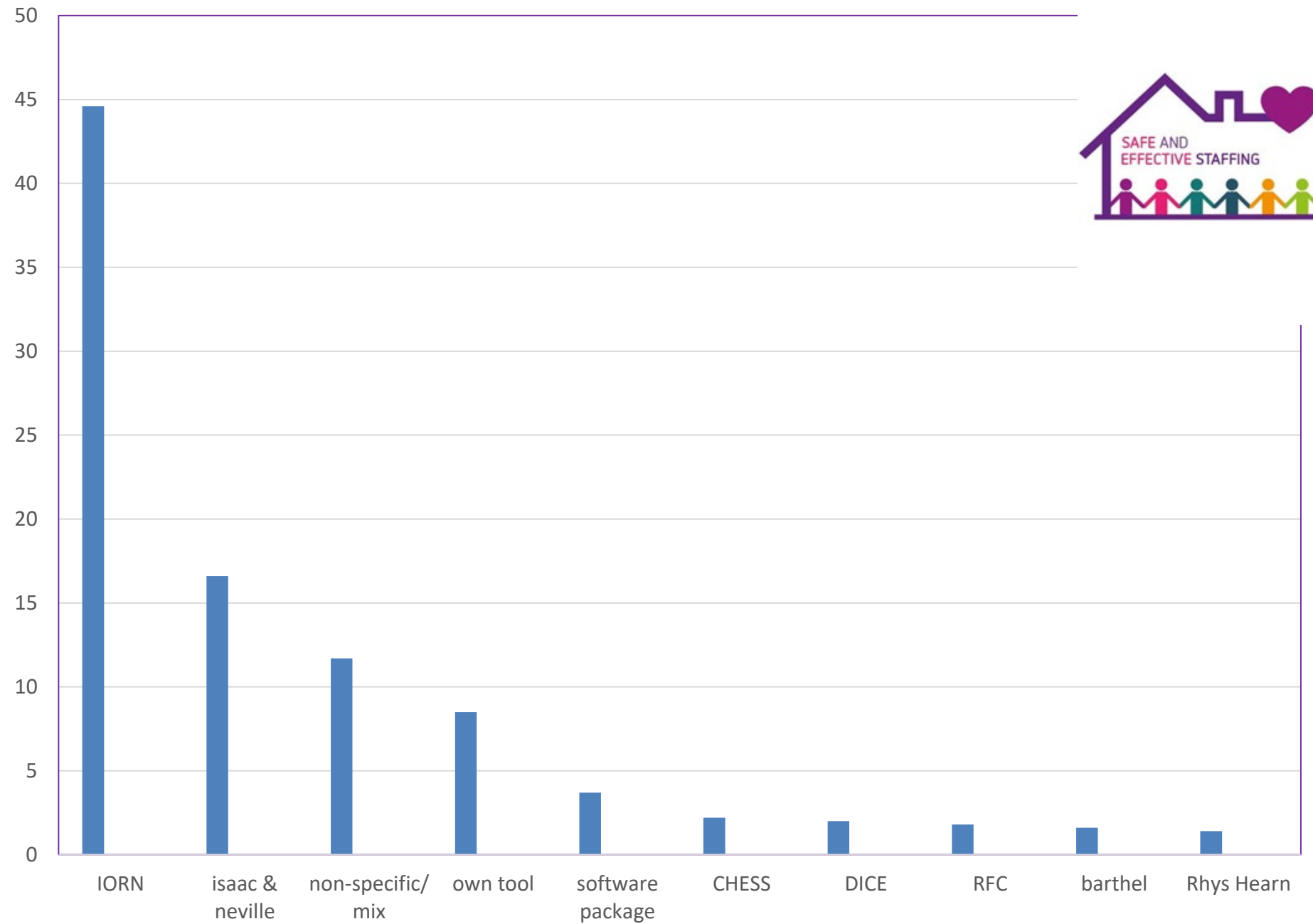
Evaluations of the quality of staffing

360 inspections of 294 care homes in 2020/21

7.3: staffing arrangements are responsive to the changing needs of people experiencing care



% of Dependency Assessment Tools Used



Care Inspectorate – Quality Improvement

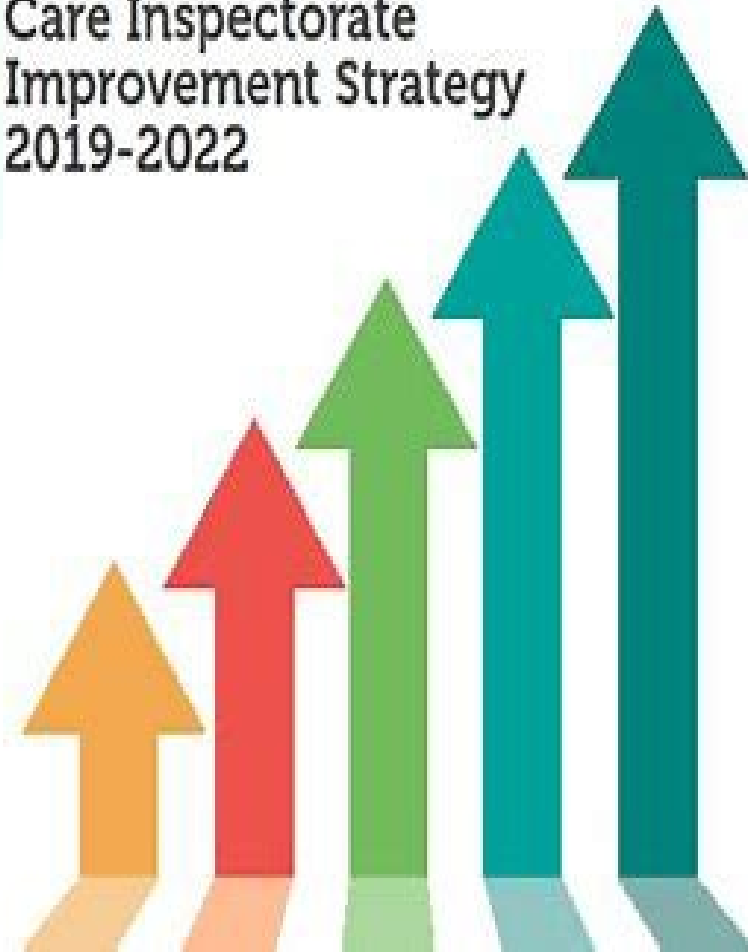


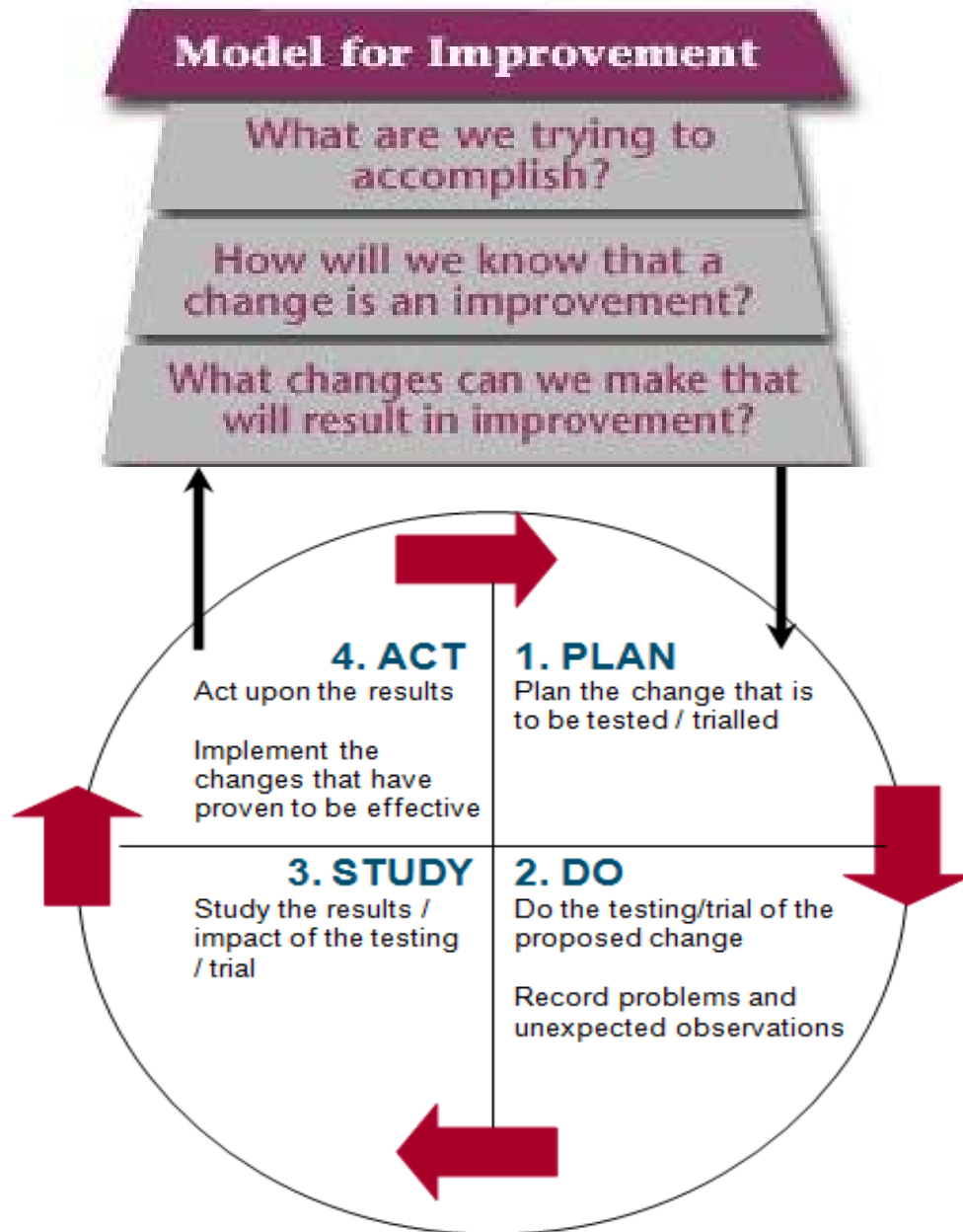
Care Inspectorate has a specific improvement duty:

Section 44(1)b of the Public Service Reform (Scotland) Act 2010 places upon us “the general duty of furthering improvement in the quality of social services”.



Care Inspectorate
Improvement Strategy
2019-2022





Self evaluation – For Improvement



Three questions

- How are we doing?
- How do we know that?
- What are we going to do next?

How will you evidence that change has made an improvement ?

- Data/ information
- PDSA cycles
- Stories about the change and the difference made

Measures

Reductions in:

- rates of infection,
- falls,
- wounds,
- accidents,
- adverse events,
- use of psychoactive medication,
- admission to A&E,
- hospital admission,
- Complaints

Improvements in:

- recruitment and retention,
- trained staff,
- inspection grades.

