Preparation work for Unit 6& 44 - Assignment 6 Unit 44 Learning Outcome 1 – The Structure & function of a placement organisation.

This work will help you to complete the P1 criteria of Unit 44 which requires you to explain the structure & function of a H&SC organisation.

1.Before you start gathering information about your chosen organisation

You should read the following

Power point – Explaining the provision of care - Connect - unit 6 & 44 – Health & Social Care Provision

Stretch & Whitehouse Book 1 – Know service provision pages 283 – 298

Rasheed – Know service provision in the health or social care sectors – pages 157 – 162

Walsh – Health & Social Care services by sector – pages 288 – 294

1. Undertake Activity 27 on page 283 – Stretch & Whitehouse
2. Research the voluntary sector service provision in St Helens – [www.ncvo-vol.org.uk](http://www.ncvo-vol.org.uk) maybe a starting point for this. Produce a list of organisations that link to the placement organisation you are considering writing your report about.
3. Undertake Activity 29 on page 284 – Stretch & Whitehouse; again consider how these changes in population will affect the area of Health & Social Care provision that your chosen organisation fits into eg Will demand for this service increase or decline?

2. Gathering Information about your chosen organisation

1. Read through your notes about the organisation in your work placement booklet.
2. Visit the organisations website – what information is available for a member of the public.
3. Read the Inspection report from the regulatory body (CQC, OFSTED). What do they say about the organisation?

*Make a set of notes about your organisation using the above sources – the more information you have the stronger your work will be*

Use the table on the next page to assist you in organising your information in preparation for writing your report.

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| Areas to be considered in the report | My notes from researching into my work placement organisation |
| **Type of Provision** | Residential Care home for the Elderly |
| What is the aim of the organisation? (function) | <https://www.ageuk.org.uk/information-advice/care/arranging-care/care-homes/>  Care homes provide accommodation and personal care for people who need extra support in their daily lives.  Personal care might include help with eating, washing, dressing, going to the toilet or taking medication. Some care homes also offer social activities such as day trips or outings.  A care home without nursing (also known as a [residential care home](https://www.which.co.uk/later-life-care/housing-options/care-homes/residential-care-homes-a4dtp3g2bt4p)) offers personal care, such as help getting up in the morning, going to bed at night, going to the toilet and eating meals. These might be a good option for people who need regular or frequent help with personal care, and who can no longer have their needs met at home. However, if your family member needs help with personal care, a care home isn’t necessarily the only option. |
| Which sector does it fit into? | Across the UK there are more than 11,000 registered care homes run by private businesses, non-profit organisations (such as charities and housing associations) and local authorities.    There are two types of care home: [residential care homes](https://www.which.co.uk/later-life-care/housing-options/care-homes/residential-care-homes-a4dtp3g2bt4p) (homes that provide living accommodation, meals and help with personal care) and [nursing homes](https://www.which.co.uk/later-life-care/housing-options/care-homes/nursing-homes-ahh5b0v0zs6k) (which also provide nursing care), and most homes are run with these specific needs at their core.    The general term for care homes is also often referred to as residential care.    Care homes can be owned and run by different groups.   * **Private (commercial) businesses:** may own one, a few or a larger group of care homes. In this sector, the 10 largest companies run 20% of the care homes in the UK, with Four Seasons Health Care, Bupa Care Homes, HC-One and Barchester Healthcare running nearly 1,200 care homes between them. * **Non-profit organisations:** such as charities and housing associations. * **Local authorities:** mostly run residential homes rather than nursing homes. The number of local authority care homes has decreased significantly in recent years, and beds are now mainly paid for by local authorities within the private and non-profit care homes.   Four Seasons Health Care has over 260 care homes across the UK with 17,000 colleagues providing care and support for 16,000 residents. |
| What is the role of the organisation within the local area? Is the service provided in demand? | A care home which is open to the local community is able to provide many benefits to the residents by means of interaction with the community outside its doors. It can also become a valuable resource for the community. |
| How is the organisation funded? | <https://www.which.co.uk/later-life-care/financing-care/care-home-finance>  The local authority is St Helens Metropolitan Borough Council. Local authorities have a legal duty to complete an assessment of care needs for anyone living in their area. You can contact the local authority by phone, email or online to request an assessment. A financial assessment follows a needs assessment if the local authority decides that care support is needed either at home or in a care home  An elderly person should be eligible for financial support from their local authority because their total assets are below the £23,250 threshold for financial support.  The elderly person will only receive funding if the social services decide they are eligible for a residential care home following a needs assessment.  If the elderly person’s total assets were over £23,250, their care would be likely to cost around**£644 per week, or £33,488 per year.** This is based on the average amount self-funders pay for a residential care home in the area of St Helens Metropolitan Borough Council.  Source: Fees paid by self-funders: LaingBuisson surveys of care homes 2018-19. |
| What links does the organisation with other organisations (inter agency working)? (consider all the different sectors)  What services & resources are provided by other  organisations? | Local partners for care homes  For all care homes, with and without nursing care, their most important local partners will be health and social care agencies.   * Most care home residents are older people. Their needs for care and support are similar across all care homes: many people have more than one long-term condition, and take several prescribed drugs. * There is a high incidence of dementia among care home residents. The Alzheimer’s Society has estimated that around 70 per cent of care home residents are living with dementia or severe memory problems – but these are not always fully recognised or diagnosed. |
| Organisational Policies and procedures.  Consider why these are required. | Key legislation - Legislation protecting vulnerable people from abuse  The Care Act aims to ensure the wellbeing of people in need of care and support services. It also aims to bring about the personalisation of care services, putting the person at the centre of the process.  The Care Act 2014 places a general duty on local authorities to promote the wellbeing of individuals when carrying out care and support functions. The definition of wellbeing includes:   * personal dignity including treating individuals with respect * physical and mental health and emotional well being * protection from abuse and neglect * control by the individual over day-to-day life * participation in work, education, training or recreation * social and economic well-being * domestic, family and personal relationships * suitability of living accommodation * the individual’s contribution to society   (Department of Health, 2014)  Health and safety legislation and regulations  Equality Act 2010 |
| **Service Users** |  |
| Outline the service user group and their needs. | A care home may be the best option if:   * a person is struggling to live alone – even with help from friends, family or paid carers * had a [needs assessment](https://www.nhs.uk/conditions/social-care-and-support-guide/help-from-social-services-and-charities/getting-a-needs-assessment/) that suggested a care home is the best choice * has a complex medical condition – that needs specialist attention during the day and night * had a recent significant deterioration, caused by an illness or a fall, in their physical health or mobility * shown a significant deterioration in their mental health, such as advancing dementia, which limits their ability to stay safely in their own home * experienced the loss of help that a partner, relative or neighbour previously provided * shown signs of loneliness, isolation or depression |
| How do service users gain access to the organisation? |  |
| How do service users have their needs met by the organisation |  |
| **Staff Roles & Responsibilities** |  |
| Identify the staffing structure. |  |
| What are the staff roles within the organisation? |  |
| **Staff Training & Development** |  |
| What is the policy regarding staff training (mandatory training & professional /personal development) | The CQC expects regulated providers to invest  in learning and development to ensure staff are  safe and competent to deliver care and support  as appropriate to their role.  This could be through apprenticeships, qualifications,  on the job training, mentoring, training courses or  e:learning.  If staff aren’t competent, this could put people at  risk and lead to a safeguarding concern. One CQC  inspection from a nursing home rated ‘inadequate’ for  ‘effecti Staff must only work  within the scope of  their qualifications,  competence, skills and  experience, and should  be encouraged to seek  help when they feel they  are being asked to do  something that they are  not prepared or trained  for. Top tips: what to consider  Ensure all staff can access training relevant to their role and give them the  opportunity to access other learning and development. Ask staff if they feel there  are any gaps in the training available.  Regularly assess the skills and knowledge of your staff to ensure they meet the  needs of your service.  Adjust the frequency of refresher training to meet the needs of your service rather  than national minimum requirements.  Ensure training is delivered by high quality trainers – this could be in-house or  through an external learning provider.  Question staff’s understanding after training, especially if the training was  delivered by an external organisationve’ said: |
| What are the priorities for training within the organisation? |  |
| How is training funded? |  |
| What is the impact of staff training on the organisation? |  |
| What is the impact of staff training on service users? |  |
| **The role of the learner in the placement organisation** |  |
| What is your role within the organisation? |  |
| What are the aims and objectives for you as a learner?  Employablitiy skills development  Theory to practice eg Heath & Safety, equality & diversity, communication etc  P6 assignment evidence |  |