

Balancing staff resourcing with profitability

Human resources are the greatest area of expenditure in an aged care facility, comprising approximately 70% of all costs. In a revenue-constrained environment, it is critical that staffing levels reflect the level of acuity-based care, required by residents.

Ensuring your facility has the **right level and mix of staff** requires a comprehensive understanding of resident's needs, ACFI revenue, the model of care utilised and staffing structure.

While comparing your performance to a benchmark can tell you the variance of your wages to the benchmark it provides no insight into the cause for the variation or how to improve your relative metric.

The **Pride Living Sustainable Resourcing Assessment** can provide management with an independent, evidence-based confirmation as to the appropriateness of your resourcing model for the acuity of your residents. Should there be gaps or excesses in your resourcing then our consultants can work with you to implement changes that will positively impact resident care and or service financial viability.

Our service

As part of our roster review service, we deliver:



Analysis of current ACFI income from the Medicare Payment Statement.



Utilising the facility's roster and Award/EBA, hourly rates for individuals on negotiated salaries and contractor information a costed base roster and a projection of on-costs is prepared.



Review of staffing structure against existing model of care.



Analysis of staffing ratios in each section of the facility.



Recommendations for the staffing structure tailored to resident acuity and the facility's preferred model of care delivery.



Overall summary of changes of proposed changes to income compared with ACFI income.

Why Pride

Providers who engage us to undertake a Sustainable Resourcing Assessment can anticipate the following benefits.

- ✓ Our consultants have extensive experience in designing, reviewing, and modifying your staffing structure using evidence-based models of care
- ✓ Identify precisely where there is excess or deficient resourcing
- ✓ Quantify the potential savings/costs (hours and dollars) should you adjust rosters in accordance with our recommendation
- ✓ Highlight opportunities to increase ACFI based on care that is being provided
- ✓ We provide management and the Board independent confirmation of your internal processes for setting and monitoring rosters.

Pricing

As facility size directly impacts the scope and complexity of our work, our fees are based on the number of places in each facility we review.

All fees are exclusive of GST.

FACILITY SIZE	FEE
Less than 40 places in the facility	\$12,995
41 to 99 places in the facility	\$19,995
100 -149 places in the facility	\$25,995
More than 150 places in the facility	POA

Next steps

If you would like to discuss or engage in our Sustainable Resourcing Assessment program, please contact clientservice@prideliving.com.au or call Denise Bradshaw on (02) 9239 9004 to arrange a time to meet with our consultants.



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