

AGED CARE STAFFING

Is the answer in the
stars..?

Apparently. **No**

Analysis of the Royal
Commission's
recommendations
regarding staffing hours

James Saunders Dip ASc, BHSc, MHA, FACN, RN
Partner, Pride Living Group



www.prideliving.com.au

Background

The Royal Commission highlighted the changing needs and expectations of residents impacting on **staffing attributes and skill levels**.

The expansion of home care internationally has resulted in people entering residential aged care with greater **complexity of care** needs, demanding **greater flexibility**, more **choice**, more **autonomy** and a **higher quality** of services.

Together with the shift towards person-centred care, these changes require a staffing profile that can support 'resident' **autonomy** while addressing clinical needs associated with **complex health** care needs and co-morbidities



Star Rating system

Senior Counsel assisting the Royal Commission initially recommended adopting the American CMS star rating system and a minimum for allied health care.

The proposal includes -

- Achieving a 4-star rating under an adjusted US staffing model
- A minimum of 30-63 minutes of RN per resident per day
- An average case mixed total of 3.1 – 4.4 care hours per day (RN,EN,PCWs)
- A minimum of 22 minutes of allied health per resident per day
- **Industry concerns were raised this proposal could send residential aged care backwards**

Final Report – Feb 2021

The final report did not include the star rating model. Instead it recommended the amount of daily care and registered nurse time required and no mention of allied health.

1 July 2022 (3.3 hours)

- Minimum of 40 minutes RN PPPD
- Minimum 160 minutes EN/PCW PPPD
- At least one RN on site per RACS for morning and evening shift (16 hours per day) 7 days a week
- The minimum linked to a **case mix-adjusted** funding system
- Applied '**for the average resident**' suggesting a CDC model similar to Home Care where Providers are required to designate / record hours with spent with each resident

Final Report – Feb 2021

1 July 2024 (3.6 hours)

- Minimum of 44 minutes RN PPPD
- Minimum 171 minutes EN/PCW PPPD
- At least one RN on site per RACS at all times (24/7)

- Can apply for an exemption to staff mix but not hours -
 - Homeless facilities (substitute RN with other professional)
 - Multi-purpose facilities (RN/ENs are present at co-located service)
 - Regional and remote homes unable to recruit sufficient numbers of staff and or skill mix
 - Trialling an alternative skills mix (substitute RN with other professional)

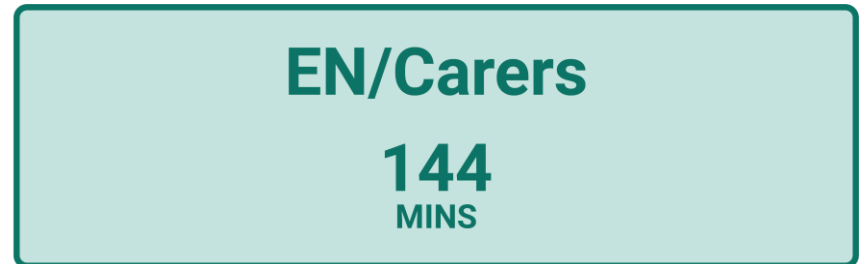
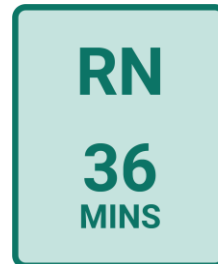
ACFI = WAGES

AVERAGE ACFI
\$185.31
PRPD

Nursing and Personal Care



Australian National Average
=
3 hours PRPD

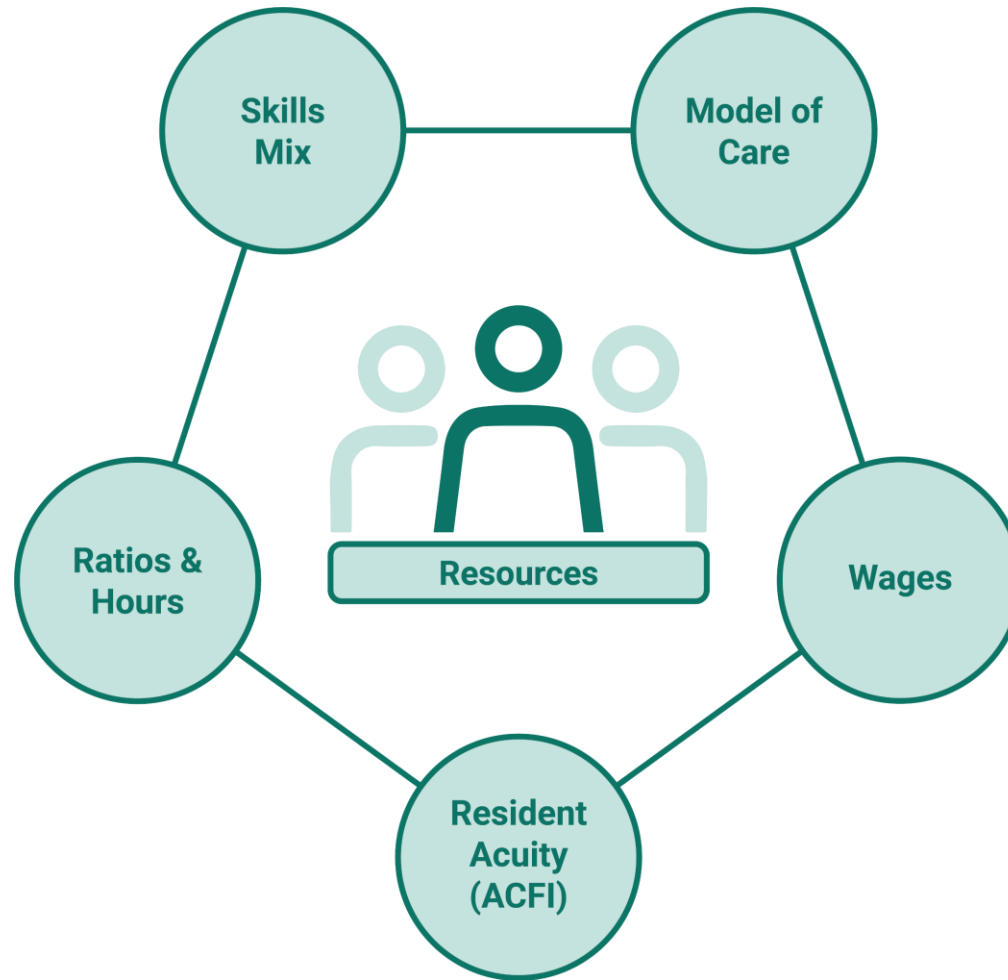


2 Star Rating (unacceptable)

- RN = 20% (36 mins)
- EN/Carers = 80% (144 mins)

REQUIRED ACFI
\$188
PRPD

Key resourcing elements



Best Practice

US Best Practice - 4.1 HOURS

	RN	EN/PCW
	45 mins	3.4 hours
Day	1 : 19	1 : 4
Eve	1 : 32	1 : 7
Night	1 : 50	1 : 20
ACFI	\$242	36% ↑ Ave

REQUIRED ACFI
\$242
PRPD

Nat. Aged Care Project - 4.3 HOURS

	RN	EN/PCW
	77 mins	3.0 hour
Day	1 : 11	1 : 5
Eve	1 : 19	1 : 8
Night	1 : 32	1 : 22
ACFI	\$265	48% ↑ Ave

REQUIRED ACFI
\$265
PRPD

Australian Average

AUSTRALIAN AVE - 3 HOURS

	RN	EN/PCW
	36mins	2.4hours
Day	1 : 20	1 : 6
Eve	1 : 48	1 : 8
Night	1 : 95	1 : 28
ACFI	\$188	2% ↑ Ave



RC July 2022

3.3 HOURS

	RN	EN/PCW
	40mins	2.7hours
Day	1 : 22	1 : 5
Eve	1 : 40	1 : 9
Night	1 : 80	1 : 25
ACFI	\$204	10% ↑ Ave



RC July 2024

3.6 HOURS

	RN	EN/PCW
	44mins	2.9hours
Day	1 : 20	1 : 5
Eve	1 : 36	1 : 9
Night	1 : 73	1 : 23

ACFI

\$215

16% ↑ Ave



Unknowns

- Are Providers going to be fully funded to provide the additional staffing
- How is the government going to ensure there are sufficient RNs to meet the regulated requirement
- Will the industry need to adopt CDC software to measure staff time / interactions with residents
- Is there going to be funding for recreational and allied health staff



**Need more
Information?**

Email-

james.saunders@prideliving.com.au

or call James on 0407 703 795