**Dependency Assessment for Nursing and Residential Care Homes**

This tool is designed to identify the amount of care and nursing time needed for each resident and then to calculate the staffing based on the scores obtained.

**Method:**

1. Complete the individual score sheet for each area, wing or floor of the care home.
   1. List each resident and score their needs with 1point. Some are marked 1-3 points and here you are required to assess if the need is high (3), medium(2) or Low(1)
   2. Calculate the total score for each resident and then the score for the floor/wing/area.
2. Calculate how many hours are required to provide care or nursing to each resident

*For example – June requires 3 hours of care and 1 hour of nursing input each day*.

1. Score each resident as a high, medium of low dependency

|  |
| --- |
| ***Score*** |
| *Low dependency : 0-10 points* |
| *Medium dependency : 10-20 points* |
| *High dependency : Above 20 points* |

1. List the total number of hours required for each area.
2. Calculate the number of high, medium and low dependent residents.
3. Calculate the number of high, medium and low dependency hours that are required.
4. Calculate the additional hours that are required:

*For example:*

*Activities – Basic hours plus 1.5%*

*Activities in a large care home – Basic hours plus 1.5% plus 1%*

*Training – Basic hours Plus 2%*

*Large care home with difficult layout – Basic hours plus 0.5%*

*If carers work in pairs – Basic hours x2*

**Nursing Homes**

The total number of hours calculated should represent a 35/65 percent split between RGNs and Care Staff.

*For example - If 1000 hours required of which 35% (350 hours) should be nursing and 65% (650 hours should be care.*

**Residential Homes**

The total number of hours should represent the care hours required.

*For example - If 1000 hours required of which 100% (1000 hours) should be care.*

1. Calculate your current Whole Time Equivalent (WTE) staff hours.
2. Calculate your required WTE staff hours for nurses and carers.
3. Determine what the shortfall in WTE is for nurses and carers.
4. Plan your recruitment of staff accordingly.