

STAFF MIX

PREAMBLE

- The provision of residential care entails a wide range of skills and tasks, and above all, a caring attitude. The team of people who make up the staff of the care facility will therefore need to have, between them, all of the necessary skills to ensure both quality of care and continuous quality improvement.
- “Staff mix” means the relative proportions of staff with different skills and qualifications, e.g. RN and other registered and “unregistered” care staff and Hotel Services staff.

POLICY

1. The staff mix will conform to facility need. This need may vary based on the care needs of the resident ratio.
2. Regulatory requirements and Policy, particularly regulations concerning registered staff (Policy 2.04) must be adhered to.
2. The principle of multi-skilling is endorsed, and will be applied as required to meet organisational need.
3. The principles of procedural fairness must be followed in all consultations regarding multi-skilling.

Cross reference to other policies:

- * *Quality improvement*
- * *Regulatory compliance*
- * *Duty of care*
- * *Resident safety*
- * *Equal opportunity*
- * *Conflict resolution*

Chief Executive Officer

Date written: 01/09/97
Version No.: 4

Document No.: POL2.3
Date revised: June 2013