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## **Clinical Care Ratios**

**Presenter:**

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**David Rhodes**

- Staffing profile emails sent to the Consortium
- Identified need to further refine the methodology
- Paper developed by David Rhodes June 2005

# Proposal

Examine methodology for defining the clinical attributable time (patient contact time, patient related time and NIPA time) and non- clinical attributable time per service type per setting.

# Goal

To develop best practice guidelines for the methodology of calculating clinical care ratios taking into account the

- Profession
- Grading of positions
- Service context
- Extent and type of clinical teaching and research
- Criteria and circumstance justifying a ratio and methodology of adjustment if this is required.

These ratios could be utilized in the calculation of staffing resource requirements in planning and enhancement submissions and in internal departmental management.

$$\text{CCR} = \frac{\text{clinical care time}}{\text{Total time worked}} \times 100$$

Clinical care time = IPA = NIPA

Total time worked- do we include unpaid overtime?

# August 2005 initial data collection

- Orthopaedics
- Social work and Physiotherapy
- Descriptive data (hrs worked, gradings, unusual circumstances skill mix of staff, research, outliers, weekend and after hrs cover, teaching, research, no of staff on leave, AO staff support)

## Without unpaid overtime

- 152 hours worked
- 130 hrs IPA

- $$\text{CCR} = \frac{130}{152} \times 100$$
$$= 86\%$$

## With unpaid overtime

- 152 hours worked
- 20 hrs unpaid overtime
- 130 hrs IPA

- $$\text{CCR} = \frac{130}{172} \times 100$$
$$= 76\%$$



## Issues from the 3 hospitals

- Work across areas- Issues included data (hrs worked, gradings, unusual circumstances, skill mix of staff, research, outliers, weekend and after hrs cover, teaching, research, no of staff on leave, AO staff support) all came into play
- Data accuracy
- CCR either not available, 76% upwards to 100%

# Questions

- Can we specify CCR for service groupings? (it is difficult to assign TT CSM and RES time for staff who work across areas)
- Could we identify characteristics which impact and then work down.

Context- could include acuity, facility or community base

Availability of senior staff

TT RES CSM activity

Accommodates staffing issues such as leave and experience

<p>Social work entry level position Week day CCR=_____%</p>	<p><i>Qualify acc to whether this is in a sole position or a team</i></p>
<p>Supervision requirements</p>	
<p>Caseload</p>	<p><i>Qualifying statement re access to AO support</i></p>
<p>Quality, Research and Clinical Service requirements</p>	
<p>Teaching</p>	<p><i>Just to advise that this can impact on the CCR</i></p>