

AR16 - Service User Guide



Service User Guide

**Sunshine Care
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Introduction

This guide will provide you with an overview of Sunshine Care and how they can support you in maintaining your independence in your own home.

Sunshine Care Philosophy of Care

The Agency aims to: *Offer skilled care to enable people supported by us to achieve their optimum state of health and well-being. *Treat all people supported by us and all people who work here with respect at all times. *Uphold the human and citizenship rights of all who work and visit here and of all Service Users. *Support individual choice and personal decision-making as the right of all Service Users. *Respect and encourage the right of independence of all Service Users. *Recognise the individual uniqueness of Service Users, staff and visitors, and treat them with dignity and respect at all times. *Respect individual requirement for privacy at all times and treat all information relating to individuals in a confidential manner. *Recognise the individual need for personal fulfilment and offer individualised programmes of meaningful activity to satisfy that need of Service Users and staff.

Principles and Values of Sunshine Care

Sunshine Care is committed to supporting vulnerable people so that they can continue their lives with dignity and independence and be participating members of their own communities. Sunshine Care is committed to meeting the needs of those people entrusted to our Care. Usually we see no conflict between meeting the needs of Service Users and those of workers. Where such conflict exists, the needs of Service Users must take precedence. The basic principles underlying our support to vulnerable people include:

- » **Privacy** - The Care worker recognises your right to be left alone, undisturbed and free from intrusion and public attention. You have the right to privacy with regard to both your personal affairs and belongings. Written permission will be sought for access to your records.
- » **Confidentiality of Information** - Your rights to confidentiality will be safeguarded. The Care worker will not disclose any personal information about you to a third party unless this has been agreed with you. Agreement to disclose information should only be sought if it is for your benefit, e.g. for the purpose of assisting in your support.
- » **Fulfilment of Aspirations** - Your social, emotional, cultural, political and sexual needs are accepted and respected.
- » **Consultation** - You will be consulted about daily living arrangements and enabled to participate in discussions about any proposed changes to those arrangements. You will be fully involved in and fully informed with respect to the individual assessment of your support needs. You have a right to be involved in a careful and thorough assessment of your needs and wishes, and to be informed of the outcome. Sunshine Care's commitment will be to find the best and most cost effective way of meeting your needs and aspirations. You will be supported to make informed choices about the future, this will be incorporated into your Care plan.
- » **Personal Choice** - Your support worker will support you to exercise your personal choice in opportunities and lifestyle. The support worker will ensure that you are central to all decisions being made. If, for reasons of mental frailty, you are not able to participate fully in Service User Planning, consideration will nevertheless be given to your wishes, as far as these are expressed and are practical. We welcome designated advocates in this context. Account will also be taken of the needs and rights of carers to lead their lives without unreasonable levels of demand and stress.
- » **Review** - You will have a regular review of your individual circumstances with The Agency.
- » **Services Information** - You will be fully informed about the Services provided by Sunshine Care.
- » **Legal Rights** - You will be fully informed about your legal rights.
- » **Medication** - You will be fully informed about your medication needs and supported in making decisions in relation to medical treatment whenever possible.

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- » **Family and Friends** - You will be supported to maintain access to family, friends, facilities and the overall community.
- » **Complaints** - You will have access to a formal complaints procedure and will be able to be represented by a friend or adviser if you so wish.
- » **Supporting your Independence** - You will be supported to take risks on the basis of your own, informed opinion. You will have the opportunity to think, act and make decisions. This will include the capacity to incur a degree of calculated risk.
- » The principles outlined above must be guided by prior commitments imposed by health and safety or statutory Requirements.

Standards that you can expect

The below standards are from the Care Quality Commission leaflet 'What standards you have a right to expect from the regulation of agencies that provide Care in your own home'.

To be involved and told what's happening at every stage of your treatment

You (or someone acting on your behalf) will be involved in discussions about your care, treatment and support.

You will get support if you need it to help you make decisions and staff will respect your privacy and dignity.

Before you receive any examination, care, treatment or support, you will be asked whether or not you agree to it.

Care, treatment and support that meets your needs

Your personal needs will be assessed to make sure you get safe and appropriate Care that supports your rights.

You will get the Care that you and your social Care professional agree will make a difference to your health and wellbeing.

Your Care needs are coordinated if you move from one Care provider to another.

Staff respect your cultural background, gender, aged, sexual orientation, religion or belief and your disability if you have one.

To be safe when using a service

You will be protected from abuse or the risk of abuse, and staff will respect your human rights.

If your home Care agency is providing nursing care, you will get the medicines you need, when you need them, and in a safe way.

To be cared for by staff with the right skills to do their jobs properly

You will be cared for by staff who have the knowledge, skills and experience needed to meet your health and welfare needs.

You will be looked after by staff who are well managed and have the chance to develop and improve their skills.

Your home Care agency routinely checks the quality of its services

The managers of your home Care agency continuously monitor the quality of their services to make sure you receive the support you need.

Your personal records will be accurate and kept safe and confidential.

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You or someone acting on your behalf can complain and will be listened to. Your complaint will be dealt with properly.

Seeking a Service

The first step is to arrange to visit you in your own home. The Registered Manager will discuss with you your individual requirements and the range of Services we are able to provide at Sunshine Care. This process will be formalised into an assessment of your needs, which should form the basis for a decision by both you and The Agency as to whether the necessary service can be provided. In common with all records regarding Service Users, the assessment(s) will be made with your full knowledge and cooperation, and the records will be shown to you and be available to you at any time.

The Registered Manager or one of our team will visit you in your home, or in hospital if necessary, and will document a pre-service start assessment with you. This initial set of information will form part of your Support Plan which illustrates and reviews how your family and our staff gain an understanding of how we can use our skills for an overall improvement to your health and wellbeing.

If you have any questions please discuss them with your Key Worker, or contact the Registered Manager, who will be very happy to answer them. The Agency manages commencement of service arrangements according to a detailed Policy and Procedure, a copy of which is available from the The Agency on request.

Key Workers

In order for you to receive quality care, we have initiated a Key Worker system. Where possible, you will be offered an opportunity to choose your Key Worker. They will undertake to identify your needs with you and ensure that they can be met through a Service User Plan.

The aim of the Key Worker system is to provide each Service User with an advocate within the staff team, and to develop a relationship based on trust and mutual respect. The Key Worker will undertake an assessment with you to establish your preferred name, personal circumstances, personal history, and social and medical circumstances, all of which will be entered into your Care Plan. The Key Worker will also assess your psychological and physical capabilities. Previous work and hobbies, preferences with regard to activities and food will be noted and a personal programme of support and/or Care devised according to your wishes.

Your Key Worker will be the main point of contact for you and your principal carers/relatives, and will be available to answer any questions, to support your daily Care routine and to simply have a chat with you whenever you so wish. They will also arrange for meetings to review your Service User Plan periodically with you and your family or friends, and to measure the progress of your Care programme.

Obviously not everyone gets on with each other. If you are unhappy with your Key Worker, please bring this to the attention of the Registered Manager. The matter will be resolved sensitively and confidentially, and a new Key Worker will be assigned to you if this is appropriate.

Key Policies and Procedures

Confidentiality

Our policy is that any information about you is strictly confidential and that maintaining a position of trust in this regard is paramount. However, because some information is relevant to providing quality support, such information will be shared with members of staff who may be supporting you. Visiting professionals and visitors requiring information will be referred in the first instance to the Registered Manager or the person in charge within The Agency. You or, where appropriate, your principal Carer will be consulted where appropriate before information is released.

Information about you will be stored in paper form, and may also be held on computer. Both forms are treated in the same strictly confidential way.

Information about you is needed in order to enable staff to provide proper support and treatment. Some of the information may also be used for other purposes, such as:

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- » Making sure our services meet your needs;
- » Helping staff to review the support they provide to you to help them achieve the highest standards;
- » Investigating complaints or legal claims;
- » Auditing of our services.

Sometimes information about you needs to be passed on to other agencies or organisations, for example if you are receiving Care or support from a GP or hospital. The types of organisations with whom we may share information about you are:

- » GPs;
- » District nurses;
- » Other health professionals;
- » Social workers;
- » Care Quality Commission.

Gifts, Wills and Other Documents

All employees are expressly forbidden to act as witnesses to the signature of any documents such as wills and testaments. Neither employees nor the service may be a beneficiary under a Will of any past or present Service User. Gifts to staff are subject to disclosure to the Registered Manager, and may be refused on the basis of conflict of interest.

Service User's Personal Fulfilment

The aim of Sunshine Care is to actively help you to lead a fulfilling life within the limits of your abilities and wishes, and to recognise and cater for you should you wish not to be active or socialise.

Staff will take an interest in things that you have done in the past and discuss current interests, particularly those you wish to retain. They will assist you in developing skills and following your interests.

You will be central to the devising of your Service User Plans. A family member, friend or external advocate may also be involved as is considered appropriate. Staff will endeavour at all times to create a stimulating environment and to focus on maximising your potential. They will attend to your complete needs irrespective of how your disabilities may affect them. You are an equal and unique human being and will be offered help and services according to your own unique needs, irrespective of race, gender, sexuality, culture or state of health.

Risk Taking & Risk Management

The assessment of risk is addressed as part of the commencement of service process for each person and the results are integrated into the Service User Plan. By this process of integration your views, the views of the principal carer, family members and professional advisors will be fully taken into account, as part of the participative Service User Planning process.

The following checklist of issues forms the basis of the risk management assessment. Each issue will be discussed in detail and those discussions will be recorded and will determine the way in which Sunshine Care aims to undertake to meet your wishes:

- » Privacy;
- » Visitors;
- » Attendance at clubs and centres;

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- » Going to places of worship and other activities;
- » Engaging in leisure and recreational pursuits;
- » Carrying identification;
- » Bathing;
- » Use of stairs;
- » Degree of independence;
- » Seeking help in an emergency.

Equal Opportunities

You have the right to practise your beliefs, religion or culture without constraint by restrictive or discriminatory practice.

Complaints of discriminatory practice will be thoroughly investigated and the results of the investigation made known to the complainant.

All complaints will be recorded in such a way as to highlight repeated problems.

Inappropriate Behaviour

Inappropriate behaviour is the systematic maltreatment, or physical, sexual, emotional or financial abuse of one person by another.

Sunshine Care is committed to preventing inappropriate behaviour and if you, a carer, friend or relative has any concerns in this area, they should discuss this immediately with a senior staff member, or use the formal complaints procedure.

You, your principal carers and relatives will be kept informed of the progress of the investigation into any complaint.

Key Lines of Enquiry Table

Key Line of Enquiry	Supporting
E1 - Are peoples needs and choices assessed and care, treatment and support delivered in line with current legislation, standards and evidence-based guidance to achieve effective outcomes?	✓
E4 - How well do staff, teams and services within and across organisations work together to deliver effective care, support and treatment?	✓
W2 - Does the governance framework ensure that responsibilities are clear and that quality performance, risks and regulatory requirements are understood and managed?	✓
W3 - How are the people who use the service, the public and staff engaged and involved?	✓
W4 - How does the service continuously learn, improve, innovate and ensure sustainability?	✓

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Note: All QCS Policies are reviewed annually, more frequently, or as necessary.

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