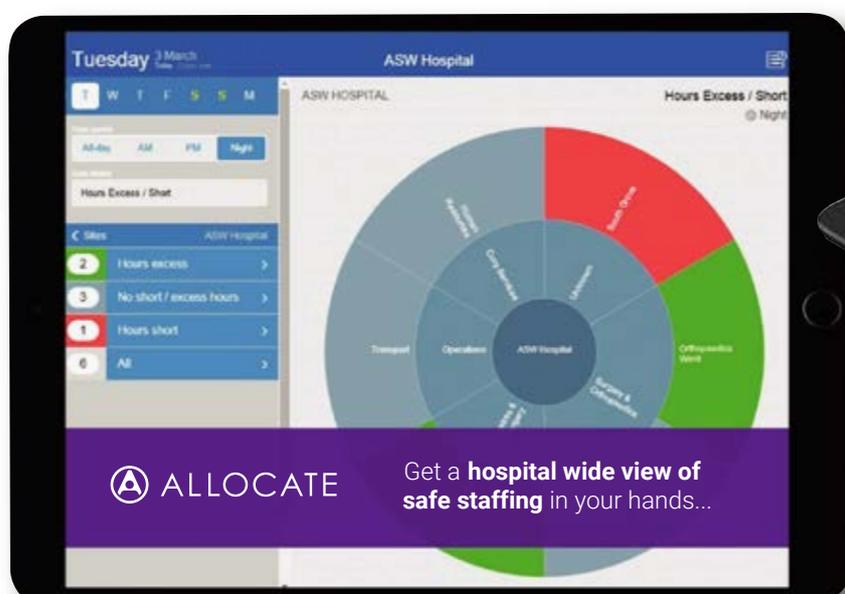# ALLOCATE

SAFECARE

Acuity Based Staffing

SafeCare

Real-time staff deployment based on patient demand for safer and more efficient staffing levels.

SafeCare dynamically brings information on the actual staff levels together with the numbers and needs of patients. It provides a real-time shift-by-shift view of required versus actual staffing across an organisation make it easier to be responsive to changes in demand or staff availability.

Now selected by over 100 organisations in the UK, SafeCare is empowering unit managers, ward managers and nurses. It is accessible on desktop computers, tablets and smart phones allowing clinical and operational teams to quickly:

- Record a census of patient numbers, acuity and dependency – typically three times a day

- See the staffing status of all wards, services and locations in a single view

- View staffing status across many dimensions including hours short/excess, missing skills, missing patient census, care hours per patient day (CHPPD) and cost of the shift

- See all staff rostered on a shift, including their skills

- Track attendance and sickness of those staff

- Redeploy staff safely with full visibility of skills and impact elsewhere, helping to avoid unnecessary agency use

- Request casual or agency cover if needed

Get a **hospital wide view of safe staffing** in your hands...

Countess of Chester

Real-time view of the workforce and patient acuity

Reduced nursing agency spend by **41%**

Reduced overtime spend by **9%**

Released approximately **4 hours** per week of ward managers' time from administration

> *"This work has been part of a Trust-wide acuity based workforce project aimed at putting the patient first. We have been focused on ensuring the software makes our staff experience of rosters better and is in keeping with Countess values of being Safe, Kind and Effective."*

Sue Hodkinson
Director of People and Organisational Development

Safe

Through the effective combined use of SafeCare and Optima, the Trust has transparency of the nursing and midwifery workforce that it did not have before. Sue says: "Previously a lot of our systems were paper- based and not joined up. We now have complete visibility around staff and patients."

This is a powerful tool for the Trust as they can view staff availability against patient acuity in real time.

Alison Kelly, Director of Nursing and Quality explains: "Acuity based live rostering means we have a real-time view of nurse staffing and are able to better support our teams to ensure the deployment of our workforce to aligned to our patient need.

"For this to happen we had to engage staff in understanding what the needs of our patients are and aligning our resource have that need."

Kind

The live data generated by these solutions being embedded within the Trust's workforce process has facilitated improvements in staff deployment. As Sue explains: "The data enables us to have open conversations with our nurses and midwives. Meaning we can do the right thing for them on a real time basis."

For example, before implementing Allocate Software staff would only receive two to three weeks notice of their shifts. Now most receive rosters six weeks in advance, which gives staff autonomy and control over their work life balance.

Effective

The Trust now have a view of the workforce from several perspectives: financial, operational and strategic. Therefore, they can identify discrepancies in their workforce planning and take action to most effectively deploy staff.

Alison says: "We are more confident with the data and can make real time and strategic decisions based on our analysis of it. It is about making sure we have the right people doing the right job."