City of Sydney

Performance Report

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| **Address:** | Town Hall House, 456 Kent Street, Council officeSYDNEY NSW 2000 |
| **Phone:** | 9265 9489 |
| **Commission ID:** | 200776 |
| **Provider name:** | City of Sydney |
| **Activity type:** | Quality Audit |
| **Activity date:** | 10 June 2022 to 15 June 2022 |
| **Performance report date:** | 24 August 2022 |

# Performance report prepared by

G. McNamara, delegate of the Aged Care Quality and Safety Commissioner.

# Publication of report

This Performance Report **will be published** on the Aged Care Quality and Safety Commission’s website under the Aged Care Quality and Safety Commission Rules 2018.

**Services included in this assessment**

**CHSP:**

* Social Support - Group, 4-7WG9WGX, Town Hall House, 456 Kent Street, Council office, SYDNEY NSW 2000
* Meals, 4-7WBXV3U, U 7 8-10 Burrows Road, ST PETERS NSW 2044
* Social Support - Group, 4-7WG9WGX, 5-11 Kepos Street, REDFERN NSW 2016

# Overall assessment of Services

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| --- | --- | --- |
| Standard 1 Consumer dignity and choice | CHSP |  Compliant |
| Requirement 1(3)(a) | CHSP |  Compliant |
| Requirement 1(3)(b) | CHSP |  Compliant |
| Requirement 1(3)(c)  | CHSP |  Compliant |
| Requirement 1(3)(d)  | CHSP |  Compliant |
| Requirement 1(3)(e)  | CHSP |  Compliant |
| Requirement 1(3)(f)  | CHSP |  Compliant |
|  |  |  |
| Standard 2 Ongoing assessment and planning with consumers | CHSP |  Compliant |
| Requirement 2(3)(a) | CHSP |  Compliant |
| Requirement 2(3)(b) | CHSP |  Compliant |
| Requirement 2(3)(c) | CHSP |  Compliant |
| Requirement 2(3)(d) | CHSP |  Compliant |
| Requirement 2(3)(e) | CHSP |  Compliant |
|  |  |  |
| Standard 3 Personal care and clinical care | CHSP | Not Applicable |
|  |  |  |
| Standard 4 Services and supports for daily living | CHSP |  Compliant |
| Requirement 4(3)(a) | CHSP |  Compliant |
| Requirement 4(3)(b) | CHSP |  Compliant |
| Requirement 4(3)(c) | CHSP |  Compliant |
| Requirement 4(3)(d) | CHSP |  Compliant |
| Requirement 4(3)(e) | CHSP |  Compliant |
| Requirement 4(3)(f) | CHSP |  Compliant |
| Requirement 4(3)(g) | CHSP |  Not Applicable |
|  |  |  |
| Standard 5 Organisation’s service environment | CHSP |  Compliant |
| Requirement 5(3)(a) | CHSP |  Compliant |
| Requirement 5(3)(b) | CHSP |  Compliant |
| Requirement 5(3)(c) | CHSP |  Compliant |
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| Standard 6 Feedback and complaints | CHSP |  Compliant |
| Requirement 6(3)(a) | CHSP |  Compliant |
| Requirement 6(3)(b) | CHSP |  Compliant |
| Requirement 6(3)(c)  | CHSP |  Compliant |
| Requirement 6(3)(d)  | CHSP |  Compliant |
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| Standard 7 Human resources | CHSP |  Compliant |
| Requirement 7(3)(a) | CHSP |  Compliant |
| Requirement 7(3)(b) | CHSP |  Compliant |
| Requirement 7(3)(c)  | CHSP |  Compliant |
| Requirement 7(3)(d) | CHSP |  Compliant |
| Requirement 7(3)(e)  | CHSP |  Compliant |
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| Standard 8 Organisational governance | CHSP |  Compliant |
| Requirement 8(3)(a) | CHSP |  Compliant |
| Requirement 8(3)(b) | CHSP |  Compliant |
| Requirement 8(3)(c)  | CHSP |  Compliant |
| Requirement 8(3)(d) | CHSP |  Compliant |
| Requirement 8(3)(e)  | CHSP |  Not Applicable |

# Detailed assessment

This performance report details the Commissioner’s assessment of the provider’s performance, in relation to the services, against the Aged Care Quality Standards (Quality Standards). The Quality Standard and requirements are assessed as either compliant or non-compliant at the Standard and requirement level where applicable.

The report also specifies areas in which improvements must be made to ensure the Quality Standards are complied with.

The following information has been taken into account in developing this performance report:

* the Assessment Team’s report for the Quality Audit; the Quality Audit report was informed by a site assessment, observations at the service, review of documents and interviews with staff, consumers/representatives and others.

# STANDARD 1 Consumer dignity and choice

#  CHSP Compliant

### Consumer outcome:

1. I am treated with dignity and respect, and can maintain my identity. I can make informed choices about my care and services, and live the life I choose.

### Organisation statement:

1. The organisation:
2. has a culture of inclusion and respect for consumers; and
3. supports consumers to exercise choice and independence; and
4. respects consumers’ privacy.

## Assessment of Standard 1

Consumers and representatives provided positive feedback around service delivery. They confirmed staff treat them respectfully and support them to make informed choices. They provided examples of how they are assisted to live the life they choose. Consumers and representatives said that the service responds to their cultural backgrounds and staff protect their privacy.

Direct staff demonstrated their knowledge of the consumers wishes and how they preferred to receive services. Client services officer also described how consumers and/or representatives are involved in making decisions about the services they receive and how they ensure consumer information is kept confidential.

Staff are guided by a code of conduct that requires services are provided respectfully in an inclusive manner. Review of organisational documents including a consumer handbook and information kit, policies, procedures, provided evidence that consumer are supported to exercise choice and independence.

The Quality Standard for the Commonwealth home support programme services is assessed as Compliant as six of the six specific requirements have been assessed as Compliant.

**Assessment of Standard 1 Requirements**

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| Requirement 1(3)(a) | CHSP  | Compliant |
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*Each consumer is treated with dignity and respect, with their identity, culture and diversity valued.*

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| Requirement 1(3)(b) | CHSP  | Compliant |
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### *Care and services are culturally safe.*

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| --- | --- | --- |
| Requirement 1(3)(c) | CHSP  | Compliant |
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*Each consumer is supported to exercise choice and independence, including to:*

1. *make decisions about their own care and the way care and services are delivered; and*
2. *make decisions about when family, friends, carers or others should be involved in their care; and*
3. *communicate their decisions; and*
4. *make connections with others and maintain relationships of choice, including intimate relationships.*

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| Requirement 1(3)(d) | CHSP  | Compliant |
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### *Each consumer is supported to take risks to enable them to live the best life they can.*

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| Requirement 1(3)(e) | CHSP  | Compliant |
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*Information provided to each consumer is current, accurate and timely, and communicated in a way that is clear, easy to understand and enables them to exercise choice.*

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| Requirement 1(3)(f) | CHSP  |  Compliant |

*Each consumer’s privacy is respected and personal information is kept confidential.*

# STANDARD 2 Ongoing assessment and planning with consumers

#  CHSP Compliant

### Consumer outcome:

### I am a partner in ongoing assessment and planning that helps me get the care and services I need for my health and well-being.

### Organisation statement:

1. The organisation undertakes initial and ongoing assessment and planning for care and services in partnership with the consumer. Assessment and planning has a focus on optimising health and well-being in accordance with the consumer’s needs, goals and preferences.

## Assessment of Standard 2

### Overall sampled consumers and representatives interviewed confirmed that they were satisfied with the care and services they received, and they were in line with their goals and preferences. Consumers confirmed they are involved in assessment and care planning process and where applicable this was done in partnership with others when they wished them to be involved. Details of assessment and planning are communicated through in-person, post, phone calls and through the provision of a care plan to the consumer and nominated representative

### Assessment and care planning documentation sighted that care and services are reviewed regularly when needs or circumstances changes.

### Staff demonstrated the outcomes of the assessment and care planning are used in the delivery of care and services for consumers.

The Quality Standard for the Commonwealth home support programme services is assessed as Compliant as five of the five specific requirements have been assessed as Compliant.

**Assessment of Standard 2 Requirements**

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| Requirement 2(3)(a) | CHSP  | Compliant |
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*Assessment and planning, including consideration of risks to the consumer’s health and well-being, informs the delivery of safe and effective care and services.*

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| Requirement 2(3)(b) | CHSP  | Compliant |
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*Assessment and planning identifies and addresses the consumer’s current needs, goals and preferences, including advance care planning and end of life planning if the consumer wishes.*

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| Requirement 2(3)(c) | CHSP  | Compliant |
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*The organisation demonstrates that assessment and planning:*

1. *is based on ongoing partnership with the consumer and others that the consumer wishes to involve in assessment, planning and review of the consumer’s care and services; and*
2. *includes other organisations, and individuals and providers of other care and services, that are involved in the care of the consumer.*

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| Requirement 2(3)(d) | CHSP  | Compliant |
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*The outcomes of assessment and planning are effectively communicated to the consumer and documented in a care and services plan that is readily available to the consumer, and where care and services are provided.*

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| Requirement 2(3)(e) | CHSP  | Compliant |
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*Care and services are reviewed regularly for effectiveness, and when circumstances change or when incidents impact on the needs, goals or preferences of the consumer.*

# STANDARD 3 Personal care and clinical care

#  CHSP Not Applicable

### Consumer outcome:

1. I get personal care, clinical care, or both personal care and clinical care, that is safe and right for me.

### Organisation statement:

1. The organisation delivers safe and effective personal care, clinical care, or both personal care and clinical care, in accordance with the consumer’s needs, goals and preferences to optimise health and well-being.

The services do not provide clinical or personal care therefore this Standard is Not Applicable.

# STANDARD 4 Services and supports for daily living

#  CHSP Compliant

### Consumer outcome:

1. I get the services and supports for daily living that are important for my health and well-being and that enable me to do the things I want to do.

### Organisation statement:

1. The organisation provides safe and effective services and supports for daily living that optimise the consumer’s independence, health, well-being and quality of life.

## Assessment of Standard 4

All consumers confirmed they are receiving effective support for daily living that enables them to live independently. Consumers/representatives interviewed confirmed that, where needed, they are supported to keep in touch with people who are important to them.

Staff demonstrated a good understanding of the consumers they care for and what was important to them. Delivery staff stated the run sheets include details of how to support a consumer with their lifestyle and social interactions.

The service provider demonstrated communication systems at the service enable information about consumers is shared with those involved in delivering services such as delivery staff, community service worker and with other service providers involved in care, such as social workers and food services. Communication with representatives were also evidenced on consumer files sighted.

The Quality Standard for the Commonwealth home support programme services is assessed as Compliant as six of the six applicable requirements have been assessed as Compliant.

**Assessment of Standard 4 Requirements**

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| Requirement 4(3)(a) | CHSP  | Compliant |
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*Each consumer gets safe and effective services and supports for daily living that meet the consumer’s needs, goals and preferences and optimise their independence, health, well-being and quality of life.*

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| Requirement 4(3)(b) | CHSP  | Compliant |
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*Services and supports for daily living promote each consumer’s emotional, spiritual and psychological well-being.*

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| Requirement 4(3)(c) | CHSP  | Compliant |
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*Services and supports for daily living assist each consumer to:*

1. *participate in their community within and outside the organisation’s service environment; and*
2. *have social and personal relationships; and*
3. *do the things of interest to them.*

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| Requirement 4(3)(d) | CHSP  | Compliant |
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*Information about the consumer’s condition, needs and preferences is communicated within the organisation, and with others where responsibility for care is shared.*

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| Requirement 4(3)(e) | CHSP  | Compliant |
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*Timely and appropriate referrals to individuals, other organisations and providers of other care and services.*

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| Requirement 4(3)(f) | CHSP  | Compliant |
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*Where meals are provided, they are varied and of suitable quality and quantity.*

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| Requirement 4(3)(g) | CHSP  | Not Applicable |
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*Where equipment is provided, it is safe, suitable, clean and well maintained.*

The services do not provide equipment therefore this requirement is Not Applicable.

# STANDARD 5 Organisation’s service environment

#  CHSP Compliant

### Consumer outcome:

1. I feel I belong and I am safe and comfortable in the organisation’s service environment.

### Organisation statement:

1. The organisation provides a safe and comfortable service environment that promotes the consumer’s independence, function and enjoyment.

## Assessment of Standard 5

The service environment was observed, consumers were spoken to about their experience of the service environment and care staff interviewed about the suitability and safety of equipment.

The service provider demonstrated the service environment is welcoming and easy to understand, and optimises each consumer’s sense of belonging, independence, interaction and function. The environment was observed be clean and well maintained.

Overall consumers indicated that they feel safe and comfortable in the service environment. For example:

* Consumers interviewed said they felt safe at the centre and they were able to find their way and move around the centre easily and independently.
* Consumers interviewed also said the centre is always kept clean and well maintained. Some representatives interviewed also said this about the centres.

Environmental safety checks are carried out on a regular basis and any hazards identified are followed up through the hazard/incident reporting system and council organises relevant maintenance personnel carry out necessary repairs.

The Quality Standard for the Commonwealth home support programme services is assessed as Compliant as three of the three specific requirements have been assessed as Compliant.

## Assessment of Standard 5

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| Requirement 5(3)(a) | CHSP  | Compliant |
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*The service environment is welcoming and easy to understand, and optimises each consumer’s sense of belonging, independence, interaction and function.*

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| Requirement 5(3)(b) | CHSP  | Compliant |
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*The service environment:*

1. *is safe, clean, well maintained and comfortable; and*
2. *enables consumers to move freely, both indoors and outdoors.*

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| Requirement 5(3)(c) | CHSP  | Compliant |
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*Furniture, fittings and equipment are safe, clean, well maintained and suitable for the consumer.*

# STANDARD 6 Feedback and complaints

#  CHSP Compliant

### Consumer outcome:

1. I feel safe and am encouraged and supported to give feedback and make complaints. I am engaged in processes to address my feedback and complaints, and appropriate action is taken.

### Organisation statement:

1. The organisation regularly seeks input and feedback from consumers, carers, the workforce and others and uses the input and feedback to inform continuous improvements for individual consumers and the whole organisation.

## Assessment of Standard 6

Consumers and representatives said they can provide feedback and suggestions at any time direct to staff, by email and through surveys. They said their feedback is sought on a regular basis by staff and through council surveys. All consumers interviewed were aware of their right to make a complaint and how to do this, they knew they can involve others, such as representatives and/or advocacy services. They provided examples of suggestions they made and responses by the service, and confirmed they feel comfortable making a complaint if required.

Staff encourage consumers to provide feedback at every opportunity. Community service workers located at the centres attended by CHSP consumers encourage attendees to provide feedback and let them know they can make a complaint if they are not satisfied. Similarly, coordination staff of the meals on wheels service regularly seek feedback in relation to the meals. Where a consumer indicates dissatisfaction, this is recorded and reported to management and followed by as appropriate. Open disclosure is practiced when responding to a complaint and continuous improvement processes are informed by feedback received.

The Quality Standard for the Commonwealth home support programme services is assessed as Compliant as four of the four specific requirements have been assessed as Compliant.

## Assessment of Standard 6 Requirements

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| Requirement 6(3)(a) | CHSP  | Compliant |
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*Consumers, their family, friends, carers and others are encouraged and supported to provide feedback and make complaints.*

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| Requirement 6(3)(b) | CHSP  | Compliant |
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*Consumers are made aware of and have access to advocates, language services and other methods for raising and resolving complaints.*

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| Requirement 6(3)(c) | CHSP  | Compliant |
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*Appropriate action is taken in response to complaints and an open disclosure process is used when things go wrong.*

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| Requirement 6(3)(d) | CHSP  | Compliant |
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*Feedback and complaints are reviewed and used to improve the quality of care and services.*

# STANDARD 7 Human resources

#  CHSP Compliant

### Consumer outcome:

1. I get quality care and services when I need them from people who are knowledgeable, capable and caring.

### Organisation statement:

1. The organisation has a workforce that is sufficient, and is skilled and qualified, to provide safe, respectful and quality care and services.

## Assessment of Standard 7

Consumers interviewed said care and services are provided on agreed days and times, they said staff are volunteers are reliable, and confirmed that the staff have the necessary skills to provide the services to them. Consumers confirmed volunteers are not rushed when delivering meals and said office staff are always available to them. Consumers attending the community based centres indicated satisfaction with the staff and all consumers confirmed that they were approachable, able to assist with their enquiries, kept the venues clean and safe for them and arranged activities that were appropriate and helped them if need be with referrals to other services or with general matters they requested assistance with.

Management ensure staff recruited are appropriately qualified, they support them to develop their skills and demonstrated they can retain their staff and build on their expertise in the delivery of care to the CHSP consumer cohort. New staff and volunteers are supported with an initial induction program, ongoing training and clear roles and responsibilities. Safe operating procedures and policies guide their work. Staff performance is monitored, and staff and volunteers confirmed they have all the necessary resources, training and guidance to undertake their role.

The Quality Standard for the Commonwealth home support programme services is assessed as Compliant as five of the five specific requirements have been assessed as Compliant.

## Assessment of Standard 7 Requirements

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| Requirement 7(3)(a) | CHSP  | Compliant |
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*The workforce is planned to enable, and the number and mix of members of the workforce deployed enables, the delivery and management of safe and quality care and services.*

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| Requirement 7(3)(b) | CHSP  | Compliant |
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*Workforce interactions with consumers are kind, caring and respectful of each consumer’s identity, culture and diversity.*

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| Requirement 7(3)(c) | CHSP  | Compliant |
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*The workforce is competent and the members of the workforce have the qualifications and knowledge to effectively perform their roles.*

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| Requirement 7(3)(d) | CHSP  | Compliant |
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*The workforce is recruited, trained, equipped and supported to deliver the outcomes required by these standards.*

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| Requirement 7(3)(e) | CHSP  | Compliant |
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*Regular assessment, monitoring and review of the performance of each member of the workforce is undertaken.*

# STANDARD 8 Organisational governance

#  CHSP Compliant

### Consumer outcome:

1. I am confident the organisation is well run. I can partner in improving the delivery of care and services.

### Organisation statement:

1. The organisation’s governing body is accountable for the delivery of safe and quality care and services.

## Assessment of Standard 8

Consumers/representatives said they provide feedback and can make suggestions in relation to their services, with many reporting they are asked on a regular basis by staff if they were satisfied with their services. They confirmed they complete post activity evaluations and annual surveys.

Staff and volunteers said the service is well run, they felt supported and indicated that safe, quality care and services and delivered. Most staff were at the Council for many years and indicated satisfaction with the way management operates the services and were satisfied that management were accountable, responded to issues when raised and ensured the service ran smoothly.

The organisation has a risk management system in place and the senior executives and counsellors are informed of via regular reporting processes and cascading meeting structures. The service focuses on providing vital social support an meal services to achieve positive outcomes for consumers.

The Quality Standard for the Commonwealth home support programme services is assessed as Compliant as four of the four applicable requirements have been assessed as Compliant.

## Assessment of Standard 8 Requirements

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| Requirement 8(3)(a) | CHSP  | Compliant |
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*Consumers are engaged in the development, delivery and evaluation of care and services and are supported in that engagement.*

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| Requirement 8(3)(b) | CHSP  | Compliant |
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*The organisation’s governing body promotes a culture of safe, inclusive and quality care and services and is accountable for their delivery.*

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| Requirement 8(3)(c) | CHSP  | Compliant |
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*Effective organisation wide governance systems relating to the following:*

1. *information management;*
2. *continuous improvement;*
3. *financial governance;*
4. *workforce governance, including the assignment of clear responsibilities and accountabilities;*
5. *regulatory compliance;*
6. *feedback and complaints.*

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| Requirement 8(3)(d) | CHSP  | Compliant |
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*Effective risk management systems and practices, including but not limited to the following:*

1. *managing high impact or high prevalence risks associated with the care of consumers;*
2. *identifying and responding to abuse and neglect of consumers;*
3. *supporting consumers to live the best life they can*
4. *managing and preventing incidents, including the use of an incident management system.*

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| Requirement 8(3)(e) | CHSP  | Not Applicable |
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*Where clinical care is provided—a clinical governance framework, including but not limited to the following:*

1. *antimicrobial stewardship;*
2. *minimising the use of restraint;*
3. *open disclosure.*

The services do not provide clinical care therefore this requirement is Not Applicable.

# Areas for improvement

There are no specific areas identified in which improvements must be made to ensure compliance with the Quality Standards. The provider is, however, required to actively pursue continuous improvement in order to remain compliant with the Quality Standards.