

J Parker (Care) Limited

Alistre Lodge Nursing & Care Home

Inspection report

J Parker (Care) Limited
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Ratings

Overall rating for this service

Good ●

Is the service safe?

Good ●

Summary of findings

Overall summary

This inspection visit took place on 07 March 2016, and was unannounced. At the previous inspection that took place on 09 February, it was identified that staff were not fully aware of the fire evacuation procedure, as some had not read the updated fire evacuation documentation. Although the home was compliant with the relevant fire regulations as stipulated by the local Fire Service, it was clear that staff were unsure about the fire evacuation procedure, and as a result, this left people in the home in a potentially vulnerable position in the event of a fire.

At this visit, we found written records to show what the arrangements were to provide safe and effective care in the event of an emergency such as a fire. Staff were now fully aware of the fire evacuation procedure, as all had now read the updated fire evacuation procedure and related documentation. Training records showed that staff had received training in fire safety. Service user records showed that individual fire evacuation plans were in place for people living at the home, and we found that staff were aware of these, and knew how to access them.

The processes in place within the home for identifying and responding to signs and allegations of abuse were found to be appropriate. The systems relating to safeguarding vulnerable people were found to take into account both local and national guidance. Risk assessments and care plans had been updated following incidents such as falls or illness. We found that when people's needs changed over time due to deteriorations in their health, their risk assessments and care plans reflected these changes. People at risk of losing weight had risk assessments in place for the staff to follow in order to minimise or eliminate the possibility of weight lost.

We found that there were sufficient staff with the right skills, qualifications and experience on duty to meet the assessed needs of the people at all times. Information held within the personnel records showed that staff had been trained and held relevant qualifications in either nursing or social care. The Registered Manager explained that the staffing numbers and arrangements were reviewed routinely, sometimes on a daily basis, in response to the needs of people who lived at the home.

The processes for the safe and secure handling of medicines were found to be appropriate and in line with the relevant guidance and legislation. The service was found to have a clear process in place for the handling of controlled drugs. The Registered Manager explained that the nursing staff received training in the safe administration of medicines, and information within the training records confirmed this.

The five questions we ask about services and what we found

We always ask the following five questions of services.

Is the service safe?

Good ●

The service was safe.

The service had appropriate systems in place to ensure that staff were aware of the home's fire evacuation procedures.

The service had procedures in place for dealing with allegations of abuse.

Employees were asked to undertake checks prior to employment to ensure that they were not a risk to vulnerable people; the records relating to these checks were complete.

Risks associated with medicines management were assessed. Satisfactory measures were in place.

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Detailed findings

Background to this inspection

We carried out this inspection under Section 60 of the Health and Social Care Act 2008 as part of our regulatory functions. This inspection checked whether the provider is meeting the legal requirements and regulations associated with the Health and Social Care Act 2008, to look at the overall quality of the service, and to provide a rating for the service under the Care Act 2014. The inspection was carried out by the lead adult social care inspector for the service. During the visit we spoke to the registered manager and reviewed records relating to fire safety and fire training for the staff team.

Is the service safe?

Our findings

At the previous inspection that took place on 09 February, it was identified that staff were not fully aware of the fire evacuation procedure, as some had not read the updated fire evacuation documentation. When asked about what action they would take in the event of a fire, it was clear that staff were unsure about the fire evacuation procedure, and as a result, this left people in the home in a potentially vulnerable position in the event of a fire. One staff member did not know where the fire evacuation procedure was located, and another did not know how many residents were in the building as the home's fire "roll call" was not up to date. This was a breach of safety regulations, and the home was required to make improvements to ensure people were kept safe in the event of a fire. The Registered Manager supplied the Commission with an action plan, and gave assurances that measures would be put in place to ensure compliance with the regulations.

At this visit, we found written records to show that arrangements were in place to provide safe and effective care in the event of an emergency such as a fire. Staff were now fully aware of the fire evacuation procedure, as all had now read the updated fire evacuation procedure and related documentation, and had signed the documents to show that they had done so. Training records showed that staff had received training in fire safety. The fire safety records showed that regular fire drills had taken place. Each time a drill took place, a debriefing meeting with the Registered Manager took place, and this showed that the staff had acted in accordance with the procedures. Service user records showed that individual fire evacuation plans were in place for people living at the home, and we found that staff were aware of these, and knew how to access them.

The processes in place within the home for identifying and responding to signs and allegations of abuse were found to be appropriate. The systems relating to safeguarding vulnerable people were found to take into account both local and national guidance. Staff personnel records confirmed that staff had received training on the subject. Accidents and incidents were documented, and if action was needed to be taken to address issues or change practice, this was completed by the staff. Risk assessments and care plans had been updated following incidents such as falls or illness. We found that when people's needs changed over time due to deteriorations in their health, their risk assessments and care plans reflected these changes. People at risk of losing weight had risk assessments in place for the staff to follow in order to minimise or eliminate the possibility of weight loss.

We found that there were sufficient staff with the right skills, qualifications and experience on duty to meet the assessed needs of the people at all times. Information held within the personnel records showed that staff had been trained and held relevant qualifications in either nursing or social care. The Registered Manager explained that the staffing numbers and arrangements were reviewed routinely, sometimes on a daily basis, in response to the needs of people who lived at the home. The systems relating to the safe recruitment of staff were found to be appropriate. Safe and effective procedures were followed for all staff, including temporary and agency staff, students and volunteers. Records held with the personnel records showed that the service had assessed the character of applicants during an interview process, and had undertaken appropriate safety and employment checks to ensure people were either fit to work in care, or unsuitable for employment. The Registered Manager explained that the application and interview process

was in place to check that potential staff had the right skills and qualifications needed to do the job.

The processes for the safe and secure handling of medicines were found to be appropriate and in line with the relevant guidance and legislation. The service was found to have a clear process in place for the handling of controlled drugs. The Registered Manager explained that the nursing staff received training in the safe administration of medicines, and information within the training records confirmed this.