



Cheshire and Wirral Partnership
NHS Foundation Trust



Reasonable Adjustment Assessment and Care Plans

Linda Swann
Specialist Health Facilitator

Background

- 2010 Rapid Improvement Workshop
- Workshop agreed to develop a tool that would identify any additional support needs of patients with learning disabilities and their carers
- Assessment tool developed
- Support Grid developed
- Meets key recommendations from Confidential Inquiry

Reasonable Adjustment Care Plan

- The Risk Assessment and Reasonable Adjustment Care Plan is a way of identifying patients with a learning disability; collecting information and using this information to assess the support needs of patients and their carers.
- The Reasonable Adjustment Care Plan should be completed with the person and their carer.
- The Reasonable Adjustment Care Plan will then tell us about the needs of the patient and their carer and find out what extra support is needed.
- The Reasonable Adjustment Care Plan must be followed by all staff having any direct contact with the patient.

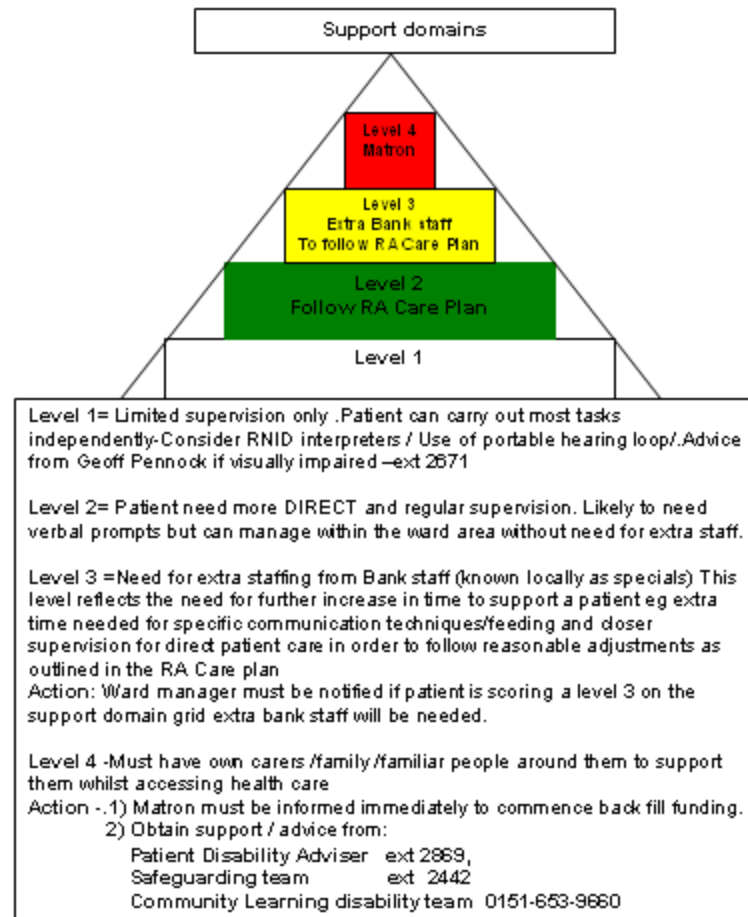
Risk Assessment	Answer		Additional Guidance
COMMUNICATION	YES	NO	
Is the patient able to communicate effectively to staff to allow their needs to be met?			Does the patient have their own communication aid that they can bring to hospital.
Can they use the call bell?			
Can the patient read?			Consider use of non verbal pain tool e.g. DISDAT.
Can the patient write?			
Can the patient indicate pain effectively?			
MENTAL CAPACITY			
Does the patient have capacity to provide consent for all decisions including treatment? (<i>NB. This could be influenced by the person's behaviour or the circumstances at the specific time the decision needs to be made</i>)			Follow principles of MCA. Make arrangements for a best interest decision
Does the patient have family or a friend who can be involved in a best interest decision? (<i>NB. No-one can consent for an adult over the age of 18</i>)			Involve the IMCA service (<i>Consider contacting learning disability service</i>)
BEHAVIOUR			
Can the patient be safely cared for in the ward area without the need for extra staff? (<i>ie. Does the person's behaviour put them or others at risk of harm?</i>)			Refer to safeguarding team who will liaise with community LD service
MEDICATION			
Can the patient take their medication independently?			Ask the carer how the patient takes their medication? Do they need prompting to take tablets?
Is the patient able to swallow tablets?			Consider alternative forms of administration.
Has the carer/patient brought their medication with them?			Is the dosage/strength usual hospital stock?
EATING/ DRINKING/ SWALLOWING			
Can the patient eat and drink independently?			Does the person need prompting or extra help? Use red tray if patient needs help.
Can the patient eat and drink without the risk of choking or aspiration?			Obtain swallowing assessment urgently.
SUPPORT NEEDS			
Can the patient cope in a ward environment independently? (<i>Eg this should include all activities of daily living such as washing and dressing?</i>)			Is extra carer support needed in hospital? Contact matron to approve and complete carer timetable in care plan
DISCHARGE PLANNING			

Caring for Patients with Learning Disability and Other Vulnerable Adults



Reasonable Adjustments Care Plan	
PATIENT NEED <i>As identified from risk assessment and discussions with carers</i>	REASONABLE ADJUSTMENTS <i>i.e. What actions have been taken to minimise the risk for this patient To be completed in partnership with the patient's carer or the person who knows them best. Please ask for patient's health passport and use to guide reasonable adjustments care plan</i>
COMMUNICATION	<i>Tips: How the patient communicates ie level of understanding , verbal or nonverbal . Use of equip/prompts/tone of voice etc –* NB –Be guided by carer/family</i>
MENTAL CAPACITY <i>Do you have doubts about this person's capacity to make a specific decision? if so formal decision specific capacity assessment should be completed</i>	
BEHAVIOUR* <i>Include techniques or objects for managing behaviour i.e. presence of familiar faces, use of comforters such as portable DVD's/comforters , Environmental factors such as lighting, noise, busy areas with too many people./ Use of a side room/quiet room . NB* –BE GUIDED BY CARER/FAMILY</i>	
MEDICATION; PREPARATION <i>for anaesthetic (consideration for timings of pre –meds, <u>format of medication</u> – tablets or liquid, -use of covert medication* contained within a drink /food etc*NB - Covert medication must be documented here .</i>	

Caring for Patients with Learning Disability and Other Vulnerable Adults



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Support Domain	Support level	1	2	3	4
Personal Care		Able to provide own personal care	Able to provide own personal care with prompts from ward staff	Ward staff need to provide support	MUST have own staff team to deliver support
		D / I	D / I	D / I	D / I
Toileting		Fully continent and self caring	Fully continent with prompts by ward staff	Ward staff need to fully support in line with RA	MUST have own staff team to deliver support
		D / I	D / I	D / I	D / I
Eating and drinking		Fully self caring without help	Able to eat and drink unaided but requires staff to prompt and support choices	Requires full ward staff support i.e. cutting food, feeding, choices	MUST have own staff team to deliver support
		D / I	D / I	D / I	D / I
Medication		Fully co-operative taking medication	Needs ward staff to supervise taking medication	Needs ward staff to administer medication as per RA	MUST have own staff team to deliver support
		D / I	D / I	D / I	D / I
Procedures		Fully co-operative during procedures	Needs staff to provide reassurance during procedures as per RA	Ward staff need to support as per RA	MUST have own staff team to give support during procedures
		D / I	D / I	D / I	D / I
Challenging behaviour		Able to cope on ward without help and is co-operative with staff	REFER TO RA Environmental adjustments required	REFER TO RA i.e. 1:1 on ward May wander Passive resistance	REFER TO RA MUST have own staff team/ safeguarding team
		D / I	D / I	D / I	D / I

Caring for Patients with Learning Disability and Other Vulnerable Adults

- Flexibank- Matron will need to approve flexibank requests for additional staff to support the patient.
- Care home - Backfill funding – Matron will need to approve funding for the purchase of care staff hours from the community home, to enable a familiar face being present during the hospital stay. The additional hours will need to be negotiated with the care home provider.

Matron's name and signature (if funding required):

Date:

REASONABLE ADJUSTMENTS FOR SAFE DISCHARGE

Patient Needs	Actions

Risk Assessment/ Reasonable Adjustment form completed by:

Staff Name and Designation:

Sign and date:

Carer's name:

Sign and date:

What needs to happen

- The Reasonable Adjustment Care Plan can be used across all “vulnerable groups”
- The Reasonable Adjustment Care Plan is easy enough to adapt for any hospital
- Although easy to develop it needs high up hospital managers to support it and promise to get staff to use it



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Thank you for listening

Any questions?