



Four Ways

Dear residents and relatives

The journey of providing our residents with a positive experience starts from the moment you move in and continues throughout your life at WCS. Without question, delighting residents and their families is a never-ending commitment for us.

Our work has special meaning: this is not "just a job". Listening to your opinions is important to us and our resident and relative surveys are one way of better understanding what matters most to you.

This year we asked just three main questions, giving you the opportunity to explain your opinions at your own pace and in your own words:

- *What should we start doing?*
- *What should we stop doing?*
- *What should we keep doing?*

Thank you to everyone who completed the survey. Your responses have given us really rich information, and we have learned so much from your comments.

Kind regards

A handwritten signature in black ink, appearing to be 'Ed Russell'.



**Residents and relatives
gave Four Ways a review score out of ten of**

10^{*}

*** There were no 'Unlikely
or 'Very unlikely'
responses to the question
about recommending
Four Ways**

Rating out of ten calculated from the percentage of people who responded 'Very likely', 'Likely' or 'Neither likely nor unlikely' to the question, 'how likely are you to recommend your care home as a good place to live?'

Response rate at Four Ways, from a total of 47 places

We are grateful for the 16 responses received

Themes from responses

● **Everyday life and activities**

Start: please consider adding to your activity lists - for example, a talent show, photo booth, music lessons, fitness classes, cooking classes and also plan more trips out including for those with limited mobility.

Comments included, "Four Ways is a home full of love, compassion and support"

● **Communication and leadership**

Start: please consider other ways to communicate with family members e.g. text messages, and providing family members with a 'who's who' as it would be good to understand more easily who to direct queries to. **Keep:** ensuring accurate information is recorded on Relatives' Gateway.

Comments included, "It's a proper community at Four Ways and all the staff seem to genuinely enjoy their work."

● **Care and safety**

Keep: ensuring the safety of residents and assisting residents in a timely way.

Comments included, "It's a great feeling walking away knowing great care is given" and "I'm so happy with the care provided at Four Ways"

● **Staffing**

Start: please increase the number of staff and pay them more. **Keep:** ensure staff are able to spend quality time with residents. Appreciating staff and recognising them for the work they do.

Comments included, "The way the staff work with people here with different care needs is amazing" and "staff are always there to listen to you and always helpful"

● **Mealtimes**

Start: review the cold drinks that are available at mealtimes.

Comments included, "Food is great" and "Enjoy mealtimes"

● **Building, gardens and sustainability**

Keep: ensure the standard of the refurb is maintained.

Comments included, "I feel very comfortable and right at home and since the revamp, it's even better, it looks lovely"

● **Cleanliness and laundry**

Start: improving the time taken to wash and return bedclothes. **Keep:** ensuring that all rooms are kept as clean as they are.

Comments included, "I'm very happy, the home is clean"

● **Healthcare professionals**

No responses recorded

Updates on the past year...

● **Everyday life and activities**

Our new Memory Maker minibus service has started to make 3 or 4 trips a month in each home taking residents (and relatives) out to local attractions and where requested, homes have arranged longer daytrips to the coast. After a trial, our team of Community Musicians has expanded this year to now provide one-to-one and group music activities across all homes. Music helps those with and without dementia unlock the brain and associated memories and emotions.

● **Communication and leadership**

WCS Care provides the Relatives' Gateway service which can be accessed via the link at the top of the WCS Care website for relatives with consent. This is an innovation that picks up most things in real time, creating text from icons selected by staff so relatives can keep themselves up-to-date. If information is inaccurate, please contact the home manager.

● **Care and safety**

Having reduced external agency in our homes with our own staff, we're experiencing a decrease in complaints, increase in residents participating in leisure activities and an increase in positive customer ratings. Our infection prevention work has continued throughout the year with all homes benefiting from new sluices and sluice machines.

● **Staffing**

Introducing our staff rostering app, BookJane, at the beginning of 2023, and expanding our new Mobile Carer role to cover staff absences, has helped prevent external agency usage in our homes. With over 150,000 vacancies in social care, WCS Care is elevating the role of carers, paying above the national living wage, and with additional enhancements for medicators and qualifications, we continue to invest in the development of our team.

● **Mealtimes**

We're building a partnership with apetito (the care home brand of Wiltshire Farm Foods), the leading experts in providing nutritious, delicious meals for residents. We provide texture-modified dishes which means every resident can look forward to a great meal and are committed to providing consistently appetising, delicious and nutritious food.

● **Building, gardens and sustainability**

Our ongoing refurbishment programme continues with Fairfield, Four Ways, Newlands, Mill Green and Drovers House completed and we'd like to thank all customers for their patience. Work is underway at Dewar Close, with planning permission for a porch extension and café area, soon to be followed by Westlands in early 2024. Staff, residents and volunteers have embraced our garden competition improving outdoor areas.

● **Cleanliness and laundry**

Following a successful trial using Procter and Gamble's professional product range, residents saw improvements in wash quality, stain removal, softness of clothes and fragrance. The new system is being rolled out across the homes and also contributes to our sustainability work through fewer washes, lower temperatures and reduced plastic waste. We're also trialling a new clothes labelling system in two of our homes to help limit items getting misplaced.

● **Healthcare professionals**

This year has seen a move to Integrated Care Boards - statutory, regional NHS organisations responsible for developing a plan to meet the local population's health needs. WCS Care care does not have a seat at the table, however, this does not stop WCS from working closely with our NHS and other healthcare colleagues to provide joined-up, effective services for our residents.

Louise's feedback

Dear Residents and Relatives

Thank you for your responses to the survey. Your feedback is really important and you'll have been able to read a summary of the comments we received and all that we're working on at WCS Care on the previous pages.

One of our biggest initiatives has been the introduction and embedding of our BookJane staff rostering app which has already reduced agency and subsequent pressure on staff to do overtime on their days off. It has also improved staff cover for evenings, weekends and medicator shifts. Feedback from staff has been very positive as they've got greater control over when they work and how much they earn.

We have successfully introduced more Mobile Care Workers as our in-house alternative to external agency staff, and reinvested money saved in staff wages. Pay is something that has been mentioned by staff who are currently paid a month in arrears, and having earlier access, for example, to overtime worked, is something we are working on for the future.

I'm proud that the introduction of our new Memory Maker minibus last year is now creating even more activities and days out for residents. Our residents recently chose to go on a trip to the Royal Pump Rooms In Leamington Spa and had a look around the museum and art gallery there, and we're hoping more and more relatives will join us on trips out to share new memories themselves.

Residents have enjoyed the WCS garden competitions and next year, we have a large flagpole and Christmas tree planned for the front of the home, and more lighting and improvements for the back garden.

I will continue to value the incredible work staff do here and do all I can to support them where they need it whilst challenging us to be even better for our residents.

Kind regards

Louise



Louise Spann
Home Manager