

<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ-2. 財務管理

(2) 事業の継続性に着目した財務管理が講じられている

| 種別・中区分 | 調査数   | 1    | 2    | 3    | 4    | 5    | 無回答  |
|--------|-------|------|------|------|------|------|------|
| 全体     | 302   | 32   | 51   | 71   | 39   | 41   | 68   |
|        | 100.0 | 10.6 | 16.9 | 23.5 | 12.9 | 13.6 | 22.5 |
| 救護     | 11    | -    | 1    | 5    | 2    | 2    | 1    |
|        | 100.0 | -    | 9.1  | 45.5 | 18.2 | 18.2 | 9.1  |
| 養護     | 15    | 3    | 4    | 1    | 2    | 3    | 2    |
|        | 100.0 | 20.0 | 26.7 | 6.7  | 13.3 | 20.0 | 13.3 |
| 特養     | 37    | 3    | 7    | 7    | 2    | 8    | 10   |
|        | 100.0 | 8.1  | 18.9 | 18.9 | 5.4  | 21.6 | 27.0 |
| ケアハウス  | 18    | 2    | 1    | 6    | 4    | 3    | 2    |
|        | 100.0 | 11.1 | 5.6  | 33.3 | 22.2 | 16.7 | 11.1 |
| 通所介護   | 29    | 2    | 6    | 5    | 4    | 3    | 9    |
|        | 100.0 | 6.9  | 20.7 | 17.2 | 13.8 | 10.3 | 31.0 |
| 短期入所   | 12    | -    | 1    | 4    | 1    | 3    | 3    |
|        | 100.0 | -    | 8.3  | 33.3 | 8.3  | 25.0 | 25.0 |
| 訪問介護   | 20    | 1    | 5    | 6    | 4    | 2    | 2    |
|        | 100.0 | 5.0  | 25.0 | 30.0 | 20.0 | 10.0 | 10.0 |
| 身障療養   | 23    | 1    | 4    | 6    | 3    | 4    | 5    |
|        | 100.0 | 4.3  | 17.4 | 26.1 | 13.0 | 17.4 | 21.7 |
| 身障授産   | 12    | -    | 3    | 3    | 2    | -    | 4    |
|        | 100.0 | -    | 25.0 | 25.0 | 16.7 | -    | 33.3 |
| 身障通所授産 | 6     | 1    | -    | 3    | 1    | 1    | -    |
|        | 100.0 | 16.7 | -    | 50.0 | 16.7 | 16.7 | -    |
| 乳児院    | 7     | 2    | 1    | 1    | 2    | -    | 1    |
|        | 100.0 | 28.6 | 14.3 | 14.3 | 28.6 | -    | 14.3 |
| 母子生活支援 | 8     | 2    | 1    | 1    | -    | 1    | 3    |
|        | 100.0 | 25.0 | 12.5 | 12.5 | -    | 12.5 | 37.5 |
| 保育所    | 23    | 1    | 5    | 5    | 2    | 4    | 6    |
|        | 100.0 | 4.3  | 21.7 | 21.7 | 8.7  | 17.4 | 26.1 |
| 児童養護   | 13    | 4    | -    | 6    | 1    | -    | 2    |
|        | 100.0 | 30.8 | -    | 46.2 | 7.7  | -    | 15.4 |
| 知的障害児  | 15    | 2    | 2    | 5    | 3    | 1    | 2    |
|        | 100.0 | 13.3 | 13.3 | 33.3 | 20.0 | 6.7  | 13.3 |
| 知的入所更生 | 13    | 2    | 3    | 2    | 2    | 3    | 1    |
|        | 100.0 | 15.4 | 23.1 | 15.4 | 15.4 | 23.1 | 7.7  |
| 知的通所更生 | 14    | 1    | 4    | 3    | 2    | 1    | 3    |
|        | 100.0 | 7.1  | 28.6 | 21.4 | 14.3 | 7.1  | 21.4 |
| 知的入所授産 | 13    | 1    | 2    | 2    | 2    | 1    | 5    |
|        | 100.0 | 7.7  | 15.4 | 15.4 | 15.4 | 7.7  | 38.5 |
| 知的通所授産 | 13    | 4    | 1    | -    | -    | 1    | 7    |
|        | 100.0 | 30.8 | 7.7  | -    | -    | 7.7  | 53.8 |
| A      | 131   | 11   | 24   | 29   | 17   | 22   | 28   |
|        | 100.0 | 8.4  | 18.3 | 22.1 | 13.0 | 16.8 | 21.4 |
| B      | 105   | 10   | 18   | 24   | 14   | 13   | 26   |
|        | 100.0 | 9.5  | 17.1 | 22.9 | 13.3 | 12.4 | 24.8 |
| C      | 66    | 11   | 9    | 18   | 8    | 6    | 14   |
|        | 100.0 | 16.7 | 13.6 | 27.3 | 12.1 | 9.1  | 21.2 |

(2) ①中・長期的な財務計画が策定されている

| 調査数   | a    | b    | c    | 該当しない | 無回答  |
|-------|------|------|------|-------|------|
| 302   | 100  | 25   | 154  | 15    | 8    |
| 100.0 | 33.1 | 8.3  | 51.0 | 5.0   | 2.6  |
| 11    | 5    | 1    | 4    | 1     | -    |
| 100.0 | 45.5 | 9.1  | 36.4 | 9.1   | -    |
| 15    | 4    | 1    | 8    | 1     | 1    |
| 100.0 | 26.7 | 6.7  | 53.3 | 6.7   | 6.7  |
| 37    | 14   | 4    | 18   | -     | 1    |
| 100.0 | 37.8 | 10.8 | 48.6 | -     | 2.7  |
| 18    | 6    | 1    | 10   | 1     | -    |
| 100.0 | 33.3 | 5.6  | 55.6 | 5.6   | -    |
| 29    | 7    | 2    | 19   | -     | 1    |
| 100.0 | 24.1 | 6.9  | 65.5 | -     | 3.4  |
| 12    | 7    | 1    | 2    | 2     | -    |
| 100.0 | 58.3 | 8.3  | 16.7 | 16.7  | -    |
| 20    | 6    | 2    | 12   | -     | -    |
| 100.0 | 30.0 | 10.0 | 60.0 | -     | -    |
| 23    | 8    | 1    | 13   | -     | 1    |
| 100.0 | 34.8 | 4.3  | 56.5 | -     | 4.3  |
| 12    | 5    | 1    | 6    | -     | -    |
| 100.0 | 41.7 | 8.3  | 50.0 | -     | -    |
| 6     | 3    | -    | 2    | 1     | -    |
| 100.0 | 50.0 | -    | 33.3 | 16.7  | -    |
| 7     | 3    | -    | 4    | -     | -    |
| 100.0 | 42.9 | -    | 57.1 | -     | -    |
| 8     | 1    | 2    | 3    | 1     | 1    |
| 100.0 | 12.5 | 25.0 | 37.5 | 12.5  | 12.5 |
| 23    | 7    | 2    | 10   | 3     | 1    |
| 100.0 | 30.4 | 8.7  | 43.5 | 13.0  | 4.3  |
| 13    | 3    | 2    | 8    | -     | -    |
| 100.0 | 23.1 | 15.4 | 61.5 | -     | -    |
| 15    | 4    | 1    | 8    | 2     | -    |
| 100.0 | 26.7 | 6.7  | 53.3 | 13.3  | -    |
| 13    | 5    | -    | 8    | -     | -    |
| 100.0 | 38.5 | -    | 61.5 | -     | -    |
| 14    | 4    | 4    | 4    | 1     | 1    |
| 100.0 | 28.6 | 28.6 | 28.6 | 7.1   | 7.1  |
| 13    | 5    | -    | 6    | 2     | -    |
| 100.0 | 38.5 | -    | 46.2 | 15.4  | -    |
| 13    | 3    | -    | 9    | -     | 1    |
| 100.0 | 23.1 | -    | 69.2 | -     | 7.7  |
| 131   | 44   | 11   | 69   | 4     | 3    |
| 100.0 | 33.6 | 8.4  | 52.7 | 3.1   | 2.3  |
| 105   | 38   | 7    | 52   | 5     | 3    |
| 100.0 | 36.2 | 6.7  | 49.5 | 4.8   | 2.9  |
| 66    | 18   | 7    | 33   | 6     | 2    |
| 100.0 | 27.3 | 10.6 | 50.0 | 9.1   | 3.0  |

(2) ①中・長期的な財務計画が策定されている

| 調査数   | おおむね妥当である | 見直しが必要である | 本基準は不要である | その他  | 無回答  |
|-------|-----------|-----------|-----------|------|------|
| 302   | 219       | 34        | 7         | 8    | 34   |
| 100.0 | 72.5      | 11.3      | 2.3       | 2.6  | 11.3 |
| 11    | 8         | 1         | -         | -    | 2    |
| 100.0 | 72.7      | 9.1       | -         | -    | 18.2 |
| 15    | 10        | 1         | 1         | 1    | 2    |
| 100.0 | 66.7      | 6.7       | 6.7       | 6.7  | 13.3 |
| 37    | 30        | 2         | 1         | 1    | 3    |
| 100.0 | 81.1      | 5.4       | 2.7       | 2.7  | 8.1  |
| 18    | 13        | 2         | -         | -    | 3    |
| 100.0 | 72.2      | 11.1      | -         | -    | 16.7 |
| 29    | 22        | 6         | -         | -    | 1    |
| 100.0 | 75.9      | 20.7      | -         | -    | 3.4  |
| 12    | 9         | 1         | 1         | 1    | -    |
| 100.0 | 75.0      | 8.3       | 8.3       | 8.3  | -    |
| 20    | 14        | 3         | -         | -    | 3    |
| 100.0 | 70.0      | 15.0      | -         | -    | 15.0 |
| 23    | 20        | 1         | -         | -    | 2    |
| 100.0 | 87.0      | 4.3       | -         | -    | 8.7  |
| 12    | 10        | -         | 1         | -    | 1    |
| 100.0 | 83.3      | -         | 8.3       | -    | 8.3  |
| 6     | 6         | -         | -         | -    | -    |
| 100.0 | 100.0     | -         | -         | -    | -    |
| 7     | 7         | -         | -         | -    | -    |
| 100.0 | 100.0     | -         | -         | -    | -    |
| 8     | 4         | 2         | -         | -    | 2    |
| 100.0 | 50.0      | 25.0      | -         | -    | 25.0 |
| 23    | 15        | 4         | 2         | -    | 2    |
| 100.0 | 65.2      | 17.4      | 8.7       | -    | 8.7  |
| 13    | 9         | 2         | -         | -    | 2    |
| 100.0 | 69.2      | 15.4      | -         | -    | 15.4 |
| 15    | 7         | 5         | 1         | 1    | 1    |
| 100.0 | 46.7      | 33.3      | 6.7       | 6.7  | 6.7  |
| 13    | 9         | 2         | -         | 1    | 1    |
| 100.0 | 69.2      | 15.4      | -         | 7.7  | 7.7  |
| 14    | 11        | -         | -         | -    | 3    |
| 100.0 | 78.6      | -         | -         | -    | 21.4 |
| 13    | 6         | 1         | -         | 2    | 4    |
| 100.0 | 46.2      | 7.7       | -         | 15.4 | 30.8 |
| 13    | 9         | 1         | -         | 1    | 2    |
| 100.0 | 69.2      | 7.7       | -         | 7.7  | 15.4 |
| 131   | 98        | 15        | 3         | 3    | 12   |
| 100.0 | 74.8      | 11.5      | 2.3       | 2.3  | 9.2  |
| 105   | 79        | 6         | 1         | 4    | 15   |
| 100.0 | 75.2      | 5.7       | 1.0       | 3.8  | 14.3 |
| 66    | 42        | 13        | 3         | 1    | 7    |
| 100.0 | 63.6      | 19.7      | 4.5       | 1.5  | 10.6 |

(2) ②外部監査が実施されている

| 調査数   | a    | b    | c    | 該当しない | 無回答  |
|-------|------|------|------|-------|------|
| 302   | 122  | 13   | 145  | 11    | 11   |
| 100.0 | 40.4 | 4.3  | 48.0 | 3.6   | 3.6  |
| 11    | 7    | -    | 2    | 1     | 1    |
| 100.0 | 63.6 | -    | 18.2 | 9.1   | 9.1  |
| 15    | 8    | 1    | 6    | -     | -    |
| 100.0 | 53.3 | 6.7  | 40.0 | -     | -    |
| 37    | 17   | 2    | 17   | -     | 1    |
| 100.0 | 45.9 | 5.4  | 45.9 | -     | 2.7  |
| 18    | 9    | -    | 7    | 1     | 1    |
| 100.0 | 50.0 | -    | 38.9 | 5.6   | 5.6  |
| 29    | 11   | 3    | 14   | -     | 1    |
| 100.0 | 37.9 | 10.3 | 48.3 | -     | 3.4  |
| 12    | 4    | -    | 7    | 1     | -    |
| 100.0 | 33.3 | -    | 58.3 | 8.3   | -    |
| 20    | 9    | 2    | 8    | -     | 1    |
| 100.0 | 45.0 | 10.0 | 40.0 | -     | 5.0  |
| 23    | 10   | 1    | 12   | -     | -    |
| 100.0 | 43.5 | 4.3  | 52.2 | -     | -    |
| 12    | 6    | -    | 4    | 1     | 1    |
| 100.0 | 50.0 | -    | 33.3 | 8.3   | 8.3  |
| 6     | 3    | 1    | 2    | -     | -    |
| 100.0 | 50.0 | 16.7 | 33.3 | -     | -    |
| 7     | 2    | -    | 5    | -     | -    |
| 100.0 | 28.6 | -    | 71.4 | -     | -    |
| 8     | 2    | -    | 4    | 1     | 1    |
| 100.0 | 25.0 | -    | 50.0 | 12.5  | 12.5 |
| 23    | 6    | -    | 15   | 1     | 1    |
| 100.0 | 26.1 | -    | 65.2 | 4.3   | 4.3  |
| 13    | 4    | 1    | 6    | 2     | -    |
| 100.0 | 30.8 | 7.7  | 46.2 | 15.4  | -    |
| 15    | 6    | 1    | 6    | 1     | 1    |
| 100.0 | 40.0 | 6.7  | 40.0 | 6.7   | 6.7  |
| 13    | 4    | -    | 9    | -     | -    |
| 100.0 | 30.8 | -    | 69.2 | -     | -    |
| 14    | 4    | 1    | 8    | -     | 1    |
| 100.0 | 28.6 | 7.1  | 57.1 | -     | 7.1  |
| 13    | 7    | -    | 5    | 1     | -    |
| 100.0 | 53.8 | -    | 38.5 | 7.7   | -    |
| 13    | 3    | -    | 8    | 1     | 1    |
| 100.0 | 23.1 | -    | 61.5 | 7.7   | 7.7  |
| 131   | 58   | 8    | 59   | 2     | 3    |
| 100.0 | 44.3 | 6.1  | 45.0 | 1.5   | 4.1  |
| 105   | 44   | 3    | 50   | 4     | 4    |
| 100.0 | 41.9 | 2.9  | 47.6 | 3.8   | 3.8  |
| 66    | 20   | 2    | 36   | 5     | 3    |
| 100.0 | 30.3 | 3.0  | 54.5 | 7.6   | 4.5  |

<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ-2. 財務管理

(2) ②外部監査が実施されている

種別・中区分

|        | 調査数          | おおむね妥当である   | 見直しが必要である  | 本基準は不要である | その他       | 無回答        |
|--------|--------------|-------------|------------|-----------|-----------|------------|
| 全体     | 302<br>100.0 | 198<br>65.6 | 43<br>14.2 | 8<br>2.6  | 11<br>3.6 | 42<br>13.9 |
| 救護     | 11<br>100.0  | 6<br>54.5   | 1<br>9.1   | -         | 1<br>9.1  | 3<br>27.3  |
| 養護     | 15<br>100.0  | 12<br>80.0  | 2<br>13.3  | -         | -         | 1<br>6.7   |
| 特養     | 37<br>100.0  | 30<br>81.1  | 3<br>8.1   | 1<br>2.7  | -         | 3<br>8.1   |
| ケアハウス  | 18<br>100.0  | 10<br>55.6  | 3<br>16.7  | -         | 1<br>5.6  | 4<br>22.2  |
| 通所介護   | 29<br>100.0  | 20<br>69.0  | 5<br>17.2  | 1<br>3.4  | -         | 3<br>10.3  |
| 短期入所   | 12<br>100.0  | 7<br>58.3   | 2<br>16.7  | 2<br>16.7 | 1<br>8.3  | -          |
| 訪問介護   | 20<br>100.0  | 15<br>75.0  | 2<br>10.0  | -         | -         | 3<br>15.0  |
| 身障療養   | 23<br>100.0  | 17<br>73.9  | 2<br>8.7   | -         | 1<br>4.3  | 3<br>13.0  |
| 身障授産   | 12<br>100.0  | 7<br>58.3   | 2<br>16.7  | -         | 1<br>8.3  | 2<br>16.7  |
| 身障通所授産 | 6<br>100.0   | 5<br>83.3   | 1<br>16.7  | -         | -         | -          |
| 乳児院    | 7<br>100.0   | 3<br>42.9   | 2<br>28.6  | 1<br>14.3 | -         | 1<br>14.3  |
| 母子生活支援 | 8<br>100.0   | 3<br>37.5   | 3<br>37.5  | -         | -         | 2<br>25.0  |
| 保育所    | 23<br>100.0  | 10<br>43.5  | 6<br>26.1  | 2<br>8.7  | 1<br>4.3  | 4<br>17.4  |
| 児童養護   | 13<br>100.0  | 8<br>61.5   | 2<br>15.4  | -         | 1<br>7.7  | 2<br>15.4  |
| 知的障害児  | 15<br>100.0  | 10<br>66.7  | 3<br>20.0  | -         | 1<br>6.7  | 1<br>6.7   |
| 知的入所更生 | 13<br>100.0  | 10<br>76.9  | -          | -         | 1<br>7.7  | 2<br>15.4  |
| 知的通所更生 | 14<br>100.0  | 10<br>71.4  | 2<br>14.3  | -         | -         | 2<br>14.3  |
| 知的入所授産 | 13<br>100.0  | 7<br>53.8   | 1<br>7.7   | -         | 1<br>7.7  | 4<br>30.8  |
| 知的通所授産 | 13<br>100.0  | 8<br>61.5   | 1<br>7.7   | 1<br>7.7  | 1<br>7.7  | 2<br>15.4  |
| A      | 131<br>100.0 | 94<br>71.8  | 17<br>13.0 | 4<br>3.1  | 2<br>1.5  | 14<br>10.7 |
| B      | 105<br>100.0 | 70<br>66.7  | 10<br>9.5  | 1<br>1.0  | 6<br>5.7  | 18<br>17.1 |
| C      | 66<br>100.0  | 34<br>51.5  | 16<br>24.2 | 3<br>4.5  | 3<br>4.5  | 10<br>15.2 |

<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ-3. 人材の確保・養成  
(1) 人事管理の体制が整備されている  
種別・中区分

| 調査数    | 1    | 2    | 3    | 4    | 5    | 無回答  |      |
|--------|------|------|------|------|------|------|------|
| 全体     | 302  | 34   | 59   | 89   | 35   | 36   | 49   |
| 100.0  | 11.3 | 19.5 | 29.5 | 11.6 | 11.9 | 16.2 |      |
| 介護     | 11   | 1    | 4    | 5    | -    | -    | 1    |
| 100.0  | 9.1  | 36.4 | 45.5 | -    | -    | -    | 9.1  |
| 養護     | 15   | 4    | 1    | 2    | 1    | 4    | 3    |
| 100.0  | 26.7 | 6.7  | 13.3 | 6.7  | 26.7 | 20.0 |      |
| 特養     | 37   | 3    | 5    | 12   | 5    | 5    | 7    |
| 100.0  | 8.1  | 13.5 | 32.4 | 13.5 | 13.5 | 18.9 |      |
| ケアハウス  | 18   | 1    | 4    | 5    | 4    | 2    | 2    |
| 100.0  | 5.6  | 22.2 | 27.8 | 22.2 | 11.1 | 11.1 |      |
| 通所介護   | 29   | 2    | 6    | 10   | -    | 4    | 7    |
| 100.0  | 6.9  | 20.7 | 34.5 | -    | 13.8 | 24.1 |      |
| 短期入所   | 12   | 1    | 2    | 6    | 1    | -    | 2    |
| 100.0  | 8.3  | 16.7 | 50.0 | 8.3  | -    | 16.7 |      |
| 訪問介護   | 20   | 2    | 4    | 10   | -    | 3    | 1    |
| 100.0  | 10.0 | 20.0 | 50.0 | -    | 15.0 | 5.0  |      |
| 身障療養   | 23   | 2    | 8    | 6    | 1    | 3    | 3    |
| 100.0  | 8.7  | 34.8 | 26.1 | 4.3  | 13.0 | 13.0 |      |
| 身障授産   | 12   | -    | 5    | 2    | 3    | -    | 2    |
| 100.0  | -    | 41.7 | 16.7 | 25.0 | -    | -    | 16.7 |
| 身障通所授産 | 6    | 1    | 1    | 1    | 2    | -    | 1    |
| 100.0  | 16.7 | 16.7 | 16.7 | 33.3 | -    | -    | 16.7 |
| 乳児院    | 7    | 1    | 2    | 1    | 2    | -    | 1    |
| 100.0  | 14.3 | 28.6 | 14.3 | 28.6 | -    | -    | 14.3 |
| 母子生活支援 | 8    | 1    | 2    | 2    | 1    | 1    | 1    |
| 100.0  | 12.5 | 25.0 | 25.0 | 12.5 | 12.5 | 12.5 |      |
| 保育所    | 23   | 2    | 2    | 8    | 5    | 2    | 4    |
| 100.0  | 8.7  | 8.7  | 34.8 | 21.7 | 8.7  | 17.4 |      |
| 児童養護   | 13   | 2    | 2    | 4    | 1    | 1    | 3    |
| 100.0  | 15.4 | 15.4 | 30.8 | 7.7  | 7.7  | 23.1 |      |
| 知的障害児  | 15   | 1    | 1    | 5    | 3    | 4    | 1    |
| 100.0  | 6.7  | 6.7  | 33.3 | 20.0 | 26.7 | 6.7  |      |
| 知的入所更生 | 13   | 3    | 2    | 4    | -    | 2    | 2    |
| 100.0  | 23.1 | 15.4 | 30.8 | -    | 15.4 | 15.4 |      |
| 知的通所更生 | 14   | 1    | 4    | 3    | 3    | 1    | 2    |
| 100.0  | 7.1  | 28.6 | 21.4 | 21.4 | 7.1  | 14.3 |      |
| 知的入所授産 | 13   | 3    | 1    | 3    | 3    | 2    | 1    |
| 100.0  | 23.1 | 7.7  | 23.1 | 23.1 | 15.4 | 7.7  |      |
| 知的通所授産 | 13   | 3    | 3    | -    | -    | 2    | 5    |
| 100.0  | 23.1 | 23.1 | -    | -    | 15.4 | 38.5 |      |
| A      | 131  | 13   | 22   | 45   | 11   | 18   | 22   |
| 100.0  | 9.9  | 16.8 | 34.4 | 8.4  | 13.7 | 16.8 |      |
| B      | 105  | 14   | 28   | 24   | 12   | 10   | 17   |
| 100.0  | 13.3 | 26.7 | 22.9 | 11.4 | 9.5  | 16.2 |      |
| C      | 66   | 7    | 9    | 20   | 12   | 8    | 10   |
| 100.0  | 10.6 | 13.6 | 30.3 | 18.2 | 12.1 | 15.2 |      |

(1) ①必要な人材に関する考え方が明示されている

| 調査数   | a    | b    | c    | 該当しない | 無回答  |
|-------|------|------|------|-------|------|
| 302   | 132  | 28   | 115  | 13    | 14   |
| 100.0 | 43.7 | 9.3  | 38.1 | 4.3   | 4.6  |
| 11    | 2    | 1    | 6    | 2     | -    |
| 100.0 | 18.2 | 9.1  | 54.5 | 18.2  | -    |
| 15    | 6    | 3    | 5    | -     | 1    |
| 100.0 | 40.0 | 20.0 | 33.3 | -     | 6.7  |
| 37    | 16   | 3    | 12   | -     | 6    |
| 100.0 | 43.2 | 8.1  | 32.4 | -     | 16.2 |
| 18    | 8    | 3    | 4    | 2     | 1    |
| 100.0 | 44.4 | 16.7 | 22.2 | 11.1  | 5.6  |
| 29    | 15   | 3    | 9    | -     | 2    |
| 100.0 | 51.7 | 10.3 | 31.0 | -     | 6.9  |
| 12    | 6    | 1    | 5    | -     | -    |
| 100.0 | 50.0 | 8.3  | 41.7 | -     | -    |
| 20    | 10   | 3    | 6    | 1     | -    |
| 100.0 | 50.0 | 15.0 | 30.0 | 5.0   | -    |
| 23    | 8    | 2    | 12   | -     | 1    |
| 100.0 | 34.8 | 8.7  | 52.2 | -     | 4.3  |
| 12    | 6    | -    | 6    | -     | -    |
| 100.0 | 50.0 | -    | 50.0 | -     | -    |
| 6     | -    | 1    | 4    | 1     | -    |
| 100.0 | -    | 16.7 | 66.7 | 16.7  | -    |
| 7     | 5    | -    | 2    | -     | -    |
| 100.0 | 71.4 | -    | 28.6 | -     | -    |
| 8     | 4    | 1    | 2    | 1     | -    |
| 100.0 | 50.0 | 12.5 | 25.0 | 12.5  | -    |
| 23    | 12   | 2    | 7    | 2     | -    |
| 100.0 | 52.2 | 8.7  | 30.4 | 8.7   | -    |
| 13    | 5    | 2    | 5    | 1     | -    |
| 100.0 | 38.5 | 15.4 | 38.5 | 7.7   | -    |
| 15    | 9    | 1    | 4    | 1     | -    |
| 100.0 | 60.0 | 6.7  | 26.7 | 6.7   | -    |
| 13    | 6    | -    | 7    | -     | -    |
| 100.0 | 46.2 | -    | 53.8 | -     | -    |
| 14    | 6    | 2    | 5    | -     | 1    |
| 100.0 | 42.9 | 14.3 | 35.7 | -     | 7.1  |
| 13    | 4    | -    | 6    | 2     | 1    |
| 100.0 | 30.8 | -    | 46.2 | 15.4  | 7.7  |
| 13    | 4    | -    | 8    | -     | 1    |
| 100.0 | 30.8 | -    | 61.5 | -     | 7.7  |
| 131   | 61   | 16   | 41   | 3     | 10   |
| 100.0 | 46.6 | 12.2 | 31.3 | 2.3   | 7.6  |
| 105   | 36   | 6    | 54   | 5     | 4    |
| 100.0 | 34.3 | 5.7  | 51.4 | 4.8   | 3.8  |
| 66    | 35   | 6    | 20   | 5     | -    |
| 100.0 | 53.0 | 9.1  | 30.3 | 7.6   | -    |

(1) ①必要な人材に関する考え方が明示されている

| 調査数   | おおむね妥当である | 見直しが必要である | 本基準は不要である | その他 | 無回答  |
|-------|-----------|-----------|-----------|-----|------|
| 302   | 216       | 38        | 9         | 4   | 35   |
| 100.0 | 71.5      | 12.6      | 3.0       | 1.3 | 11.6 |
| 11    | 6         | 1         | -         | 1   | 3    |
| 100.0 | 54.5      | 9.1       | -         | 9.1 | 27.3 |
| 15    | 14        | -         | -         | -   | 1    |
| 100.0 | 93.3      | -         | -         | -   | 6.7  |
| 37    | 30        | 4         | -         | -   | 3    |
| 100.0 | 81.1      | 10.8      | -         | -   | 8.1  |
| 18    | 12        | 1         | 2         | -   | 3    |
| 100.0 | 66.7      | 5.6       | 11.1      | -   | 16.7 |
| 29    | 22        | 6         | -         | -   | 1    |
| 100.0 | 75.9      | 20.7      | -         | -   | 3.4  |
| 12    | 8         | 3         | -         | -   | 1    |
| 100.0 | 66.7      | 25.0      | -         | -   | 8.3  |
| 20    | 15        | 3         | -         | -   | 2    |
| 100.0 | 75.0      | 15.0      | -         | -   | 10.0 |
| 23    | 18        | 1         | 1         | -   | 3    |
| 100.0 | 78.3      | 4.3       | 4.3       | -   | 13.0 |
| 12    | 9         | 1         | -         | -   | 2    |
| 100.0 | 75.0      | 8.3       | -         | -   | 16.7 |
| 6     | 4         | 2         | -         | -   | -    |
| 100.0 | 66.7      | 33.3      | -         | -   | -    |
| 7     | 7         | -         | -         | -   | -    |
| 100.0 | 100.0     | -         | -         | -   | -    |
| 8     | 6         | 1         | -         | -   | 1    |
| 100.0 | 75.0      | 12.5      | -         | -   | 12.5 |
| 23    | 13        | 5         | 4         | -   | 1    |
| 100.0 | 56.5      | 21.7      | 17.4      | -   | 4.3  |
| 13    | 8         | 2         | 1         | 1   | 3    |
| 100.0 | 46.2      | 15.4      | 7.7       | 7.7 | 23.1 |
| 15    | 11        | 2         | -         | 1   | 1    |
| 100.0 | 73.3      | 13.3      | -         | 6.7 | 6.7  |
| 13    | 12        | 1         | -         | -   | -    |
| 100.0 | 92.3      | 7.7       | -         | -   | -    |
| 14    | 11        | 1         | -         | -   | 2    |
| 100.0 | 78.6      | 7.1       | -         | -   | 14.3 |
| 13    | 5         | 2         | -         | 1   | 5    |
| 100.0 | 38.5      | 15.4      | -         | 7.7 | 38.5 |
| 13    | 7         | 2         | 1         | -   | 3    |
| 100.0 | 53.8      | 15.4      | 7.7       | -   | 23.1 |
| 131   | 101       | 17        | 2         | -   | 11   |
| 100.0 | 77.1      | 13.0      | 1.5       | -   | 8.4  |
| 105   | 72        | 11        | 2         | 2   | 18   |
| 100.0 | 68.6      | 10.5      | 1.9       | 1.9 | 17.1 |
| 66    | 43        | 10        | 5         | 2   | 6    |
| 100.0 | 65.2      | 15.2      | 7.6       | 3.0 | 9.1  |

(1) ②人事考課が客観的な基準に基づいて行われている

| 調査数   | a    | b    | c    | 該当しない | 無回答 |
|-------|------|------|------|-------|-----|
| 302   | 73   | 60   | 145  | 19    | 5   |
| 100.0 | 24.2 | 19.9 | 48.0 | 6.3   | 1.7 |
| 11    | 1    | 3    | 5    | 2     | -   |
| 100.0 | 9.1  | 27.3 | 45.5 | 18.2  | -   |
| 15    | 5    | 3    | 6    | -     | 1   |
| 100.0 | 33.3 | 20.0 | 40.0 | -     | 6.7 |
| 37    | 12   | 6    | 16   | 2     | 1   |
| 100.0 | 32.4 | 16.2 | 43.2 | 5.4   | 2.7 |
| 18    | 7    | 3    | 6    | 1     | 1   |
| 100.0 | 38.9 | 16.7 | 33.3 | 5.6   | 5.6 |
| 29    | 9    | 5    | 14   | -     | 1   |
| 100.0 | 31.0 | 17.2 | 48.3 | -     | 3.4 |
| 12    | 2    | -    | 10   | -     | -   |
| 100.0 | 16.7 | -    | 83.3 | -     | -   |
| 20    | 8    | 3    | 9    | -     | -   |
| 100.0 | 40.0 | 15.0 | 45.0 | -     | -   |
| 23    | 5    | 6    | 11   | 1     | -   |
| 100.0 | 21.7 | 26.1 | 47.8 | 4.3   | -   |
| 12    | 2    | 3    | 6    | 1     | -   |
| 100.0 | 16.7 | 25.0 | 50.0 | 8.3   | -   |
| 6     | 2    | 2    | 2    | -     | -   |
| 100.0 | 33.3 | 33.3 | 33.3 | -     | -   |
| 7     | 1    | 3    | 3    | -     | -   |
| 100.0 | 14.3 | 42.9 | 42.9 | -     | -   |
| 8     | 1    | 1    | 5    | 1     | -   |
| 100.0 | 12.5 | 12.5 | 62.5 | 12.5  | -   |
| 23    | 3    | 5    | 10   | 5     | -   |
| 100.0 | 13.0 | 21.7 | 43.5 | 21.7  | -   |
| 13    | 1    | 3    | 7    | 2     | -   |
| 100.0 | 7.7  | 23.1 | 53.8 | 15.4  | -   |
| 15    | 6    | 3    | 5    | 1     | -   |
| 100.0 | 40.0 | 20.0 | 33.3 | 6.7   | -   |
| 13    | 3    | 2    | 8    | -     | -   |
| 100.0 | 23.1 | 15.4 | 61.5 | -     | -   |
| 14    | 2    | 5    | 7    | -     | -   |
| 100.0 | 14.3 | 35.7 | 50.0 | -     | -   |
| 13    | 2    | 3    | 6    | 2     | -   |
| 100.0 | 15.4 | 23.1 | 46.2 | 15.4  | -   |
| 13    | 1    | 1    | 9    | 1     | 1   |
| 100.0 | 7.7  | 7.7  | 69.2 | 7.7   | 7.7 |
| 131   | 43   | 20   | 61   | 3     | 4   |
| 100.0 | 32.8 | 15.3 | 46.6 | 2.3   | 3.1 |
| 105   | 18   | 25   | 54   | 7     | 1   |
| 100.0 | 17.1 | 23.8 | 51.4 | 6.7   | 1.0 |
| 66    | 12   | 15   | 30   | 9     | -   |
| 100.0 | 18.2 | 22.7 | 45.5 | 13.6  | -   |

<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ-3. 人材の確保・養成

(1) ②人事考課が客観的な基準に基づいて行われている  
種別・中区分

|        | 調<br>査<br>数  | お<br>お<br>む<br>ね<br>妥<br>当<br>で<br>あ<br>る | 見<br>直<br>し<br>が<br>必<br>要<br>で<br>あ<br>る | 本<br>基<br>準<br>は<br>不<br>要<br>で<br>あ<br>る | そ<br>の<br>他 | 無<br>回<br>答 |
|--------|--------------|---|---|---|-------------|-------------|
| 全 体    | 302<br>100.0 | 212<br>70.2                               | 42<br>13.9                                | 5<br>1.7                                  | 4<br>1.3    | 39<br>12.9  |
| 救護     | 11<br>100.0  | 6<br>54.5                                 | 1<br>9.1                                  | -   | 1<br>9.1    | 3<br>27.3   |
| 養護     | 15<br>100.0  | 13<br>86.7                                | -   | -   | -           | 2<br>13.3   |
| 特養     | 37<br>100.0  | 32<br>86.5                                | 1<br>2.7                                  | -   | -           | 4<br>10.8   |
| ケアハウス  | 18<br>100.0  | 15<br>83.3                                | -   | -   | -           | 3<br>16.7   |
| 通所介護   | 29<br>100.0  | 23<br>79.3                                | 4<br>13.8                                 | -   | -           | 2<br>6.9    |
| 短期入所   | 12<br>100.0  | 8<br>66.7                                 | 3<br>25.0                                 | -   | -           | 1<br>8.3    |
| 訪問介護   | 20<br>100.0  | 12<br>60.0                                | 4<br>20.0                                 | -   | -           | 4<br>20.0   |
| 身障療護   | 23<br>100.0  | 17<br>73.9                                | 4<br>17.4                                 | -   | -           | 2<br>8.7    |
| 身障授産   | 12<br>100.0  | 10<br>83.3                                | 1<br>8.3                                  | -   | -           | 1<br>8.3    |
| 身障通所授産 | 6<br>100.0   | 4<br>66.7                                 | 2<br>33.3                                 | -   | -           | -           |
| 乳児院    | 7<br>100.0   | 4<br>57.1                                 | 3<br>42.9                                 | -   | -           | -           |
| 母子生活支援 | 8<br>100.0   | 4<br>50.0                                 | 3<br>37.5                                 | -   | -           | 1<br>12.5   |
| 保育所    | 23<br>100.0  | 12<br>52.2                                | 6<br>26.1                                 | 3<br>13.0                                 | -           | 2<br>8.7    |
| 児童養護   | 13<br>100.0  | 6<br>46.2                                 | 3<br>23.1                                 | 1<br>7.7                                  | 1<br>7.7    | 2<br>15.4   |
| 知的障害児  | 15<br>100.0  | 12<br>80.0                                | 2<br>13.3                                 | -   | 1<br>6.7    | -           |
| 知的入所更生 | 13<br>100.0  | 9<br>69.2                                 | 2<br>15.4                                 | -   | -           | 2<br>15.4   |
| 知的通所更生 | 14<br>100.0  | 11<br>78.6                                | -   | -   | -           | 3<br>21.4   |
| 知的入所授産 | 13<br>100.0  | 6<br>46.2                                 | 1<br>7.7                                  | -   | 1<br>7.7    | 5<br>38.5   |
| 知的通所授産 | 13<br>100.0  | 8<br>61.5                                 | 2<br>15.4                                 | 1<br>7.7                                  | -           | 2<br>15.4   |
| A      | 131<br>100.0 | 103<br>78.6                               | 12<br>9.2                                 | -   | -           | 16<br>12.2  |
| B      | 105<br>100.0 | 71<br>67.6                                | 13<br>12.4                                | 1<br>1.0                                  | 2<br>1.9    | 18<br>17.1  |
| C      | 66<br>100.0  | 38<br>57.6                                | 17<br>25.8                                | 4<br>6.1                                  | 2<br>3.0    | 5<br>7.6    |

<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ-3. 人材の確保・養成

(2) 職員の就業状況に配慮がなされている

種別・中区分

| 調査数    | 1            | 2         | 3          | 4          | 5          | 無回答       |            |
|--------|--------------|-----------|------------|------------|------------|-----------|------------|
| 全体     | 302<br>100.0 | 13<br>4.3 | 64<br>21.2 | 94<br>31.1 | 56<br>18.5 | 17<br>5.6 | 58<br>19.2 |
| 救護     | 11<br>100.0  | 1<br>9.1  | 2<br>18.2  | 5<br>45.5  | 3<br>27.3  | -         | -          |
| 養護     | 15<br>100.0  | -         | 3<br>20.0  | 6<br>40.0  | 3<br>20.0  | 1<br>6.7  | 2<br>13.3  |
| 特養     | 37<br>100.0  | -         | 7<br>18.9  | 15<br>40.5 | 6<br>16.2  | 1<br>2.7  | 8<br>21.6  |
| ケアハウス  | 18<br>100.0  | -         | 3<br>16.7  | 5<br>27.8  | 5<br>27.8  | 2<br>11.1 | 3<br>16.7  |
| 通所介護   | 29<br>100.0  | 2<br>6.9  | 8<br>27.6  | 5<br>17.2  | 2<br>6.9   | 4<br>13.8 | 8<br>27.6  |
| 短期入所   | 12<br>100.0  | -         | 2<br>16.7  | 4<br>33.3  | 2<br>16.7  | -         | 4<br>33.3  |
| 訪問介護   | 20<br>100.0  | -         | 1<br>5.0   | 8<br>40.0  | 6<br>30.0  | -         | 5<br>25.0  |
| 身障療養   | 23<br>100.0  | 2<br>8.7  | 6<br>26.1  | 6<br>26.1  | 4<br>17.4  | 1<br>4.3  | 4<br>17.4  |
| 身障授産   | 12<br>100.0  | -         | 4<br>33.3  | 4<br>33.3  | 2<br>16.7  | -         | 2<br>16.7  |
| 身障通所授産 | 6<br>100.0   | 1<br>16.7 | 1<br>16.7  | 1<br>16.7  | 2<br>33.3  | -         | 1<br>16.7  |
| 乳児院    | 7<br>100.0   | 1<br>14.3 | 2<br>28.6  | 2<br>28.6  | 2<br>28.6  | -         | -          |
| 母子生活支援 | 8<br>100.0   | -         | -          | 4<br>50.0  | 2<br>25.0  | 1<br>12.5 | 1<br>12.5  |
| 保育所    | 23<br>100.0  | 1<br>4.3  | 5<br>21.7  | 4<br>17.4  | 4<br>17.4  | 2<br>8.7  | 7<br>30.4  |
| 児童養護   | 13<br>100.0  | 3<br>23.1 | 1<br>7.7   | 3<br>23.1  | 3<br>23.1  | -         | 3<br>23.1  |
| 知的障害児  | 15<br>100.0  | -         | 3<br>20.0  | 5<br>33.3  | 3<br>20.0  | 3<br>20.0 | 1<br>6.7   |
| 知的入所更生 | 13<br>100.0  | 2<br>15.4 | 3<br>23.1  | 4<br>30.8  | 1<br>7.7   | 1<br>7.7  | 2<br>15.4  |
| 知的通所更生 | 14<br>100.0  | -         | 5<br>35.7  | 6<br>42.9  | -          | 1<br>7.1  | 2<br>14.3  |
| 知的入所授産 | 13<br>100.0  | -         | 5<br>38.5  | 3<br>23.1  | 4<br>30.8  | -         | 1<br>7.7   |
| 知的通所授産 | 13<br>100.0  | -         | 3<br>23.1  | 4<br>30.8  | 2<br>15.4  | -         | 4<br>30.8  |
| A      | 131<br>100.0 | 2<br>1.5  | 24<br>18.3 | 43<br>32.8 | 24<br>18.3 | 8<br>6.1  | 30<br>22.9 |
| B      | 105<br>100.0 | 6<br>5.7  | 29<br>27.6 | 33<br>31.4 | 18<br>17.1 | 3<br>2.9  | 16<br>15.2 |
| C      | 66<br>100.0  | 5<br>7.6  | 11<br>16.7 | 18<br>27.3 | 14<br>21.2 | 6<br>9.1  | 12<br>18.2 |

(2) ①職員の就業状況や満足度を把握・改善する仕組みがある

| 調査数          | a          | b          | c           | 該当しない     | 無回答      |
|--------------|------------|------------|-------------|-----------|----------|
| 302<br>100.0 | 77<br>25.5 | 32<br>10.6 | 177<br>58.6 | 8<br>2.6  | 8<br>2.6 |
| 11<br>100.0  | 2<br>18.2  | 2<br>18.2  | 7<br>63.6   | -         | -        |
| 15<br>100.0  | 5<br>33.3  | 1<br>6.7   | 8<br>53.3   | -         | 1<br>6.7 |
| 37<br>100.0  | 5<br>13.5  | 3<br>8.1   | 27<br>73.0  | 1<br>2.7  | 1<br>2.7 |
| 18<br>100.0  | 5<br>27.8  | 2<br>11.1  | 11<br>61.1  | -         | -        |
| 29<br>100.0  | 11<br>37.9 | 1<br>3.4   | 15<br>51.7  | -         | 2<br>6.9 |
| 12<br>100.0  | 3<br>25.0  | 1<br>8.3   | 8<br>66.7   | -         | -        |
| 20<br>100.0  | 10<br>50.0 | 2<br>10.0  | 8<br>40.0   | -         | -        |
| 23<br>100.0  | 4<br>17.4  | 1<br>4.3   | 17<br>73.9  | 1<br>4.3  | -        |
| 12<br>100.0  | 3<br>25.0  | 2<br>16.7  | 7<br>58.3   | -         | -        |
| 6<br>100.0   | -          | 2<br>33.3  | 4<br>66.7   | -         | -        |
| 7<br>100.0   | 3<br>42.9  | -          | 4<br>57.1   | -         | -        |
| 8<br>100.0   | 2<br>25.0  | 1<br>12.5  | 4<br>50.0   | 1<br>12.5 | -        |
| 23<br>100.0  | 5<br>21.7  | 2<br>8.7   | 13<br>56.5  | 1<br>4.3  | 2<br>8.7 |
| 13<br>100.0  | 4<br>30.8  | 2<br>15.4  | 6<br>46.2   | 1<br>7.7  | -        |
| 15<br>100.0  | 6<br>40.0  | 1<br>6.7   | 7<br>46.7   | 1<br>6.7  | -        |
| 13<br>100.0  | 2<br>15.4  | -          | 10<br>76.9  | -         | 7.7      |
| 14<br>100.0  | 3<br>21.4  | 2<br>14.3  | 8<br>57.1   | 1<br>7.1  | -        |
| 13<br>100.0  | 1<br>7.7   | 4<br>30.8  | 7<br>53.8   | 1<br>7.7  | -        |
| 13<br>100.0  | 3<br>23.1  | 3<br>23.1  | 6<br>46.2   | -         | 7.7      |
| 131<br>100.0 | 39<br>29.8 | 10<br>7.6  | 77<br>58.8  | 1<br>0.8  | 4<br>3.1 |
| 105<br>100.0 | 18<br>17.1 | 16<br>15.2 | 66<br>62.9  | 3<br>2.9  | 2<br>1.9 |
| 66<br>100.0  | 20<br>30.3 | 6<br>9.1   | 34<br>51.5  | 4<br>6.1  | 3.0      |

(2) ①職員の就業状況や満足度を把握・改善する仕組みがある

| 調査数          | おおよね妥当である   | 見直しが必要である  | 本基準は不要である | その他       | 無回答        |
|--------------|-------------|------------|-----------|-----------|------------|
| 302<br>100.0 | 205<br>67.9 | 44<br>14.6 | 9<br>3.0  | 10<br>3.3 | 34<br>11.3 |
| 11<br>100.0  | 5<br>45.5   | 2<br>18.2  | -         | 1<br>9.1  | 3<br>27.3  |
| 15<br>100.0  | 15<br>100.0 | -          | -         | -         | -          |
| 37<br>100.0  | 26<br>70.3  | 5<br>13.5  | 1<br>2.7  | 2<br>5.4  | 3<br>8.1   |
| 18<br>100.0  | 9<br>50.0   | 2<br>11.1  | 2<br>11.1 | 1<br>5.6  | 4<br>22.2  |
| 29<br>100.0  | 21<br>72.4  | 7<br>24.1  | -         | -         | 1<br>3.4   |
| 12<br>100.0  | 6<br>50.0   | 4<br>33.3  | -         | -         | 2<br>16.7  |
| 20<br>100.0  | 15<br>75.0  | 1<br>5.0   | -         | -         | 4<br>20.0  |
| 23<br>100.0  | 18<br>78.3  | 2<br>8.7   | -         | -         | 3<br>13.0  |
| 12<br>100.0  | 8<br>66.7   | 4<br>33.3  | -         | -         | -          |
| 6<br>100.0   | 4<br>66.7   | 1<br>16.7  | 1<br>16.7 | -         | -          |
| 7<br>100.0   | 5<br>71.4   | 2<br>28.6  | -         | -         | -          |
| 8<br>100.0   | 7<br>87.5   | -          | -         | -         | 1<br>12.5  |
| 23<br>100.0  | 15<br>65.2  | 4<br>17.4  | 2<br>8.7  | -         | 2<br>8.7   |
| 13<br>100.0  | 6<br>46.2   | 3<br>23.1  | 1<br>7.7  | 1<br>7.7  | 2<br>15.4  |
| 15<br>100.0  | 13<br>86.7  | 1<br>6.7   | -         | 1<br>6.7  | -          |
| 13<br>100.0  | 11<br>84.6  | 2<br>15.4  | -         | -         | -          |
| 14<br>100.0  | 8<br>57.1   | -          | -         | 2<br>14.3 | 4<br>28.6  |
| 13<br>100.0  | 6<br>46.2   | 3<br>23.1  | -         | 1<br>7.7  | 3<br>23.1  |
| 13<br>100.0  | 7<br>53.8   | 1<br>7.7   | 2<br>15.4 | 1<br>7.7  | 2<br>15.4  |
| 131<br>100.0 | 92<br>70.2  | 19<br>14.5 | 3<br>2.3  | 3<br>2.3  | 14<br>10.7 |
| 105<br>100.0 | 67<br>63.8  | 15<br>14.3 | 3<br>2.9  | 5<br>4.8  | 15<br>14.3 |
| 66<br>100.0  | 46<br>69.7  | 10<br>15.2 | 3<br>4.5  | 2<br>3.0  | 5<br>7.6   |

(2) ②職員のメンタルヘルスをサポートする仕組みがある

| 調査数          | a          | b         | c           | 該当しない     | 無回答      |
|--------------|------------|-----------|-------------|-----------|----------|
| 302<br>100.0 | 53<br>17.5 | 26<br>8.6 | 209<br>69.2 | 9<br>3.0  | 5<br>1.7 |
| 11<br>100.0  | 1<br>9.1   | -         | 10<br>90.9  | -         | -        |
| 15<br>100.0  | 6<br>40.0  | 1<br>6.7  | 8<br>53.3   | -         | -        |
| 37<br>100.0  | 4<br>10.8  | 2<br>5.4  | 29<br>78.4  | 1<br>2.7  | 1<br>2.7 |
| 18<br>100.0  | 3<br>16.7  | 2<br>11.1 | 13<br>72.2  | -         | -        |
| 29<br>100.0  | 6<br>20.7  | 3<br>10.3 | 19<br>65.5  | -         | 1<br>3.4 |
| 12<br>100.0  | 2<br>16.7  | 1<br>8.3  | 9<br>75.0   | -         | -        |
| 20<br>100.0  | 4<br>20.0  | 3<br>15.0 | 13<br>65.0  | -         | -        |
| 23<br>100.0  | 2<br>8.7   | 1<br>4.3  | 19<br>82.6  | -         | 1<br>4.3 |
| 12<br>100.0  | 1<br>8.3   | -         | 11<br>91.7  | -         | -        |
| 6<br>100.0   | -          | 1<br>16.7 | 5<br>83.3   | -         | -        |
| 7<br>100.0   | 2<br>28.6  | -         | 5<br>71.4   | -         | -        |
| 8<br>100.0   | 3<br>37.5  | 1<br>12.5 | 2<br>25.0   | 2<br>25.0 | -        |
| 23<br>100.0  | 4<br>17.4  | 1<br>4.3  | 16<br>69.6  | 1<br>4.3  | 1<br>4.3 |
| 13<br>100.0  | 4<br>30.8  | 3<br>23.1 | 4<br>30.8   | 2<br>15.4 | -        |
| 15<br>100.0  | 6<br>40.0  | 2<br>13.3 | 6<br>40.0   | 1<br>6.7  | -        |
| 13<br>100.0  | 1<br>7.7   | -         | 12<br>92.3  | -         | -        |
| 14<br>100.0  | 1<br>7.1   | 2<br>14.3 | 11<br>78.6  | -         | -        |
| 13<br>100.0  | 3<br>23.1  | -         | 8<br>61.5   | 2<br>15.4 | -        |
| 13<br>100.0  | -          | 3<br>23.1 | 9<br>69.2   | -         | 1<br>7.7 |
| 131<br>100.0 | 25<br>19.1 | 12<br>9.2 | 91<br>69.5  | 1<br>0.8  | 2<br>1.5 |
| 105<br>100.0 | 9<br>8.6   | 7<br>6.7  | 85<br>81.0  | 2<br>1.9  | 2<br>1.9 |
| 66<br>100.0  | 19<br>28.8 | 7<br>10.6 | 33<br>50.0  | 6<br>9.1  | 1<br>1.5 |

<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ-3. 人材の確保・養成

(2) ②職員のメンタルヘルスをサポートする仕組みがある

種別・中区分

|        | 調査数   | おおむね妥当である | 見直しが必要である | 本基準は不要である | その他  | 無回答  |
|--------|-------|-----------|-----------|-----------|------|------|
| 全体     | 302   | 190       | 53        | 15        | 10   | 34   |
|        | 100.0 | 62.9      | 17.5      | 5.0       | 3.3  | 11.3 |
| 救護     | 11    | 7         | 1         | -         | -    | 3    |
|        | 100.0 | 63.6      | 9.1       | -         | -    | 27.3 |
| 養護     | 15    | 10        | 5         | -         | -    | -    |
|        | 100.0 | 66.7      | 33.3      | -         | -    | -    |
| 特養     | 37    | 30        | 2         | 1         | 1    | 3    |
|        | 100.0 | 81.1      | 5.4       | 2.7       | 2.7  | 8.1  |
| ケアハウス  | 18    | 9         | 4         | 2         | 1    | 2    |
|        | 100.0 | 50.0      | 22.2      | 11.1      | 5.6  | 11.1 |
| 通所介護   | 29    | 16        | 11        | -         | -    | 2    |
|        | 100.0 | 55.2      | 37.9      | -         | -    | 6.9  |
| 短期入所   | 12    | 5         | 2         | 2         | 1    | 2    |
|        | 100.0 | 41.7      | 16.7      | 16.7      | 8.3  | 16.7 |
| 訪問介護   | 20    | 15        | 1         | -         | -    | 4    |
|        | 100.0 | 75.0      | 5.0       | -         | -    | 20.0 |
| 身障療養   | 23    | 11        | 8         | 1         | -    | 3    |
|        | 100.0 | 47.8      | 34.8      | 4.3       | -    | 13.0 |
| 身障授産   | 12    | 10        | 1         | -         | -    | 1    |
|        | 100.0 | 83.3      | 8.3       | -         | -    | 8.3  |
| 身障通所授産 | 6     | 3         | 2         | 1         | -    | -    |
|        | 100.0 | 50.0      | 33.3      | 16.7      | -    | -    |
| 乳児院    | 7     | 5         | 2         | -         | -    | -    |
|        | 100.0 | 71.4      | 28.6      | -         | -    | -    |
| 母子生活支援 | 8     | 6         | -         | 1         | -    | 1    |
|        | 100.0 | 75.0      | -         | 12.5      | -    | 12.5 |
| 保育所    | 23    | 12        | 5         | 3         | 2    | 1    |
|        | 100.0 | 52.2      | 21.7      | 13.0      | 8.7  | 4.3  |
| 児童養護   | 13    | 7         | 2         | 1         | 1    | 2    |
|        | 100.0 | 53.8      | 15.4      | 7.7       | 7.7  | 15.4 |
| 知的障害児  | 15    | 12        | 1         | -         | 2    | -    |
|        | 100.0 | 80.0      | 6.7       | -         | 13.3 | -    |
| 知的入所更生 | 13    | 10        | 3         | -         | -    | -    |
|        | 100.0 | 76.9      | 23.1      | -         | -    | -    |
| 知的通所更生 | 14    | 9         | 1         | -         | 1    | 3    |
|        | 100.0 | 64.3      | 7.1       | -         | 7.1  | 21.4 |
| 知的入所授産 | 13    | 6         | 1         | -         | 1    | 5    |
|        | 100.0 | 46.2      | 7.7       | -         | 7.7  | 38.5 |
| 知的通所授産 | 13    | 7         | 1         | 3         | -    | 2    |
|        | 100.0 | 53.8      | 7.7       | 23.1      | -    | 15.4 |
| A      | 131   | 85        | 25        | 5         | 3    | 13   |
|        | 100.0 | 64.9      | 19.1      | 3.8       | 2.3  | 9.9  |
| B      | 105   | 63        | 18        | 5         | 2    | 17   |
|        | 100.0 | 60.0      | 17.1      | 4.8       | 1.9  | 16.2 |
| C      | 66    | 42        | 10        | 5         | 5    | 4    |
|        | 100.0 | 63.6      | 15.2      | 7.6       | 7.6  | 6.1  |

(2) ③福利厚生事業に積極的に取り組んでいる

|        | 調査数   | a    | b    | c    | 該当しない | 無回答  |
|--------|-------|------|------|------|-------|------|
| 全体     | 302   | 220  | 30   | 43   | 4     | 5    |
|        | 100.0 | 72.8 | 9.9  | 14.2 | 1.3   | 1.7  |
| 救護     | 11    | 8    | 1    | 2    | -     | -    |
|        | 100.0 | 72.7 | 9.1  | 18.2 | -     | -    |
| 養護     | 15    | 10   | 2    | 3    | -     | -    |
|        | 100.0 | 66.7 | 13.3 | 20.0 | -     | -    |
| 特養     | 37    | 33   | 1    | 2    | -     | 1    |
|        | 100.0 | 89.2 | 2.7  | 5.4  | -     | 2.7  |
| ケアハウス  | 18    | 12   | 1    | 4    | 1     | -    |
|        | 100.0 | 66.7 | 5.6  | 22.2 | 5.6   | -    |
| 通所介護   | 29    | 21   | 3    | 4    | -     | 1    |
|        | 100.0 | 72.4 | 10.3 | 13.8 | -     | 3.4  |
| 短期入所   | 12    | 10   | -    | 2    | -     | -    |
|        | 100.0 | 83.3 | -    | 16.7 | -     | -    |
| 訪問介護   | 20    | 15   | 4    | -    | -     | 1    |
|        | 100.0 | 75.0 | 20.0 | -    | -     | 5.0  |
| 身障療養   | 23    | 18   | 2    | 3    | -     | -    |
|        | 100.0 | 78.3 | 8.7  | 13.0 | -     | -    |
| 身障授産   | 12    | 9    | 1    | 2    | -     | -    |
|        | 100.0 | 75.0 | 8.3  | 16.7 | -     | -    |
| 身障通所授産 | 6     | 1    | 1    | 4    | -     | -    |
|        | 100.0 | 16.7 | 16.7 | 66.7 | -     | -    |
| 乳児院    | 7     | 6    | 1    | -    | -     | -    |
|        | 100.0 | 85.7 | 14.3 | -    | -     | -    |
| 母子生活支援 | 8     | 5    | 1    | -    | 1     | 1    |
|        | 100.0 | 62.5 | 12.5 | -    | 12.5  | 12.5 |
| 保育所    | 23    | 13   | 2    | 8    | -     | -    |
|        | 100.0 | 56.5 | 8.7  | 34.8 | -     | -    |
| 児童養護   | 13    | 9    | -    | 4    | -     | -    |
|        | 100.0 | 69.2 | -    | 30.8 | -     | -    |
| 知的障害児  | 15    | 11   | 3    | -    | 1     | -    |
|        | 100.0 | 73.3 | 20.0 | -    | 6.7   | -    |
| 知的入所更生 | 13    | 11   | 1    | 1    | -     | -    |
|        | 100.0 | 84.6 | 7.7  | 7.7  | -     | -    |
| 知的通所更生 | 14    | 9    | 3    | 2    | -     | -    |
|        | 100.0 | 64.3 | 21.4 | 14.3 | -     | -    |
| 知的入所授産 | 13    | 10   | 1    | 1    | 1     | -    |
|        | 100.0 | 76.9 | 7.7  | 7.7  | 7.7   | -    |
| 知的通所授産 | 13    | 9    | 2    | 1    | -     | 1    |
|        | 100.0 | 69.2 | 15.4 | 7.7  | -     | 7.7  |
| A      | 131   | 101  | 11   | 15   | 1     | 3    |
|        | 100.0 | 77.1 | 8.4  | 11.5 | 0.8   | 2.3  |
| B      | 105   | 75   | 12   | 16   | 1     | 1    |
|        | 100.0 | 71.4 | 11.4 | 15.2 | 1.0   | 1.0  |
| C      | 66    | 44   | 7    | 12   | 2     | 1    |
|        | 100.0 | 66.7 | 10.6 | 18.2 | 3.0   | 1.5  |

(2) ③福利厚生事業に積極的に取り組んでいる

|        | 調査数   | おおむね妥当である | 見直しが必要である | 本基準は不要である | その他 | 無回答  |
|--------|-------|-----------|-----------|-----------|-----|------|
| 全体     | 302   | 226       | 32        | 7         | 3   | 34   |
|        | 100.0 | 74.8      | 10.6      | 2.3       | 1.0 | 11.3 |
| 救護     | 11    | 7         | 1         | -         | -   | 3    |
|        | 100.0 | 63.6      | 9.1       | -         | -   | 27.3 |
| 養護     | 15    | 13        | 2         | -         | -   | -    |
|        | 100.0 | 86.7      | 13.3      | -         | -   | -    |
| 特養     | 37    | 32        | 1         | 1         | -   | 3    |
|        | 100.0 | 86.5      | 2.7       | 2.7       | -   | 8.1  |
| ケアハウス  | 18    | 12        | 2         | 1         | -   | 3    |
|        | 100.0 | 66.7      | 11.1      | 5.6       | -   | 16.7 |
| 通所介護   | 29    | 22        | 4         | 2         | -   | 1    |
|        | 100.0 | 75.9      | 13.8      | 6.9       | -   | 3.4  |
| 短期入所   | 12    | 10        | 1         | -         | -   | 1    |
|        | 100.0 | 83.3      | 8.3       | -         | -   | 8.3  |
| 訪問介護   | 20    | 14        | 2         | -         | -   | 4    |
|        | 100.0 | 70.0      | 10.0      | -         | -   | 20.0 |
| 身障療養   | 23    | 17        | 3         | -         | -   | 3    |
|        | 100.0 | 73.9      | 13.0      | -         | -   | 13.0 |
| 身障授産   | 12    | 10        | 1         | -         | -   | 1    |
|        | 100.0 | 83.3      | 8.3       | -         | -   | 8.3  |
| 身障通所授産 | 6     | 2         | 3         | 1         | -   | -    |
|        | 100.0 | 33.3      | 50.0      | 16.7      | -   | -    |
| 乳児院    | 7     | 6         | 1         | -         | -   | -    |
|        | 100.0 | 85.7      | 14.3      | -         | -   | -    |
| 母子生活支援 | 8     | 7         | -         | -         | -   | 1    |
|        | 100.0 | 87.5      | -         | -         | -   | 12.5 |
| 保育所    | 23    | 16        | 4         | 1         | -   | 2    |
|        | 100.0 | 69.6      | 17.4      | 4.3       | -   | 8.7  |
| 児童養護   | 13    | 8         | 1         | 1         | 1   | 2    |
|        | 100.0 | 61.5      | 7.7       | 7.7       | 7.7 | 15.4 |
| 知的障害児  | 15    | 13        | 1         | -         | 1   | -    |
|        | 100.0 | 86.7      | 6.7       | -         | 6.7 | -    |
| 知的入所更生 | 13    | 12        | 1         | -         | -   | -    |
|        | 100.0 | 92.3      | 7.7       | -         | -   | -    |
| 知的通所更生 | 14    | 10        | -         | -         | -   | 4    |
|        | 100.0 | 71.4      | -         | -         | -   | 28.6 |
| 知的入所授産 | 13    | 7         | 2         | -         | 1   | 3    |
|        | 100.0 | 53.8      | 15.4      | -         | 7.7 | 23.1 |
| 知的通所授産 | 13    | 8         | 2         | -         | -   | 3    |
|        | 100.0 | 61.5      | 15.4      | -         | -   | 23.1 |
| A      | 131   | 103       | 12        | 4         | -   | 12   |
|        | 100.0 | 78.6      | 9.2       | 3.1       | -   | 9.2  |
| B      | 105   | 73        | 13        | 1         | 1   | 17   |
|        | 100.0 | 69.5      | 12.4      | 1.0       | 1.0 | 16.2 |
| C      | 66    | 50        | 7         | 2         | 2   | 5    |
|        | 100.0 | 75.8      | 10.6      | 3.0       | 3.0 | 7.6  |

<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ-3. 人材の確保・養成

(3) 職員の質の向上に向けた体制が確立されている

種別・中区分

| 調査数    | 1            | 2          | 3          | 4          | 5          | 無回答        |            |
|--------|--------------|------------|------------|------------|------------|------------|------------|
| 全体     | 302<br>100.0 | 28<br>9.3  | 52<br>17.2 | 67<br>22.2 | 50<br>16.6 | 47<br>15.6 | 58<br>19.2 |
| 救護     | 11<br>100.0  | 1<br>9.1   | 5<br>45.5  | 2<br>18.2  | 1<br>9.1   | 2<br>18.2  | -          |
| 養護     | 15<br>100.0  | 1<br>6.7   | 3<br>20.0  | 1<br>6.7   | 5<br>33.3  | 4<br>26.7  | 1<br>6.7   |
| 特養     | 37<br>100.0  | -          | 12<br>32.4 | 7<br>18.9  | 5<br>13.5  | 4<br>10.8  | 9<br>24.3  |
| ケアハウス  | 18<br>100.0  | 1<br>5.6   | 2<br>11.1  | 4<br>22.2  | 4<br>22.2  | 5<br>27.8  | 2<br>11.1  |
| 通所介護   | 29<br>100.0  | 2<br>6.9   | 3<br>10.3  | 7<br>24.1  | 1<br>3.4   | 6<br>20.7  | 10<br>34.5 |
| 短期入所   | 12<br>100.0  | 2<br>16.7  | 2<br>16.7  | 1<br>8.3   | 4<br>33.3  | -          | 3<br>25.0  |
| 訪問介護   | 20<br>100.0  | 2<br>10.0  | 3<br>15.0  | 4<br>20.0  | 3<br>15.0  | 4<br>20.0  | 4<br>20.0  |
| 身障療養   | 23<br>100.0  | 2<br>8.7   | 5<br>21.7  | 6<br>26.1  | 3<br>13.0  | 3<br>13.0  | 4<br>17.4  |
| 身障授産   | 12<br>100.0  | -          | 2<br>16.7  | 2<br>16.7  | 2<br>16.7  | 2<br>16.7  | 4<br>33.3  |
| 身障通所授産 | 6<br>100.0   | 1<br>16.7  | 2<br>33.3  | 1<br>16.7  | 1<br>16.7  | -          | 1<br>16.7  |
| 乳児院    | 7<br>100.0   | 1<br>14.3  | -          | 3<br>42.9  | 3<br>42.9  | -          | -          |
| 母子生活支援 | 8<br>100.0   | -          | 1<br>12.5  | 1<br>12.5  | 3<br>37.5  | 2<br>25.0  | 1<br>12.5  |
| 保育所    | 23<br>100.0  | 3<br>13.0  | 1<br>4.3   | 6<br>26.1  | 3<br>13.0  | 4<br>17.4  | 6<br>26.1  |
| 児童養護   | 13<br>100.0  | 4<br>30.8  | 1<br>7.7   | 2<br>15.4  | 2<br>15.4  | 2<br>15.4  | 2<br>15.4  |
| 知的障害児  | 15<br>100.0  | 2<br>13.3  | 2<br>13.3  | 3<br>20.0  | 1<br>6.7   | 5<br>33.3  | 2<br>13.3  |
| 知的入所更生 | 13<br>100.0  | 1<br>7.7   | 1<br>7.7   | 7<br>53.8  | 1<br>7.7   | 2<br>15.4  | 1<br>7.7   |
| 知的通所更生 | 14<br>100.0  | 1<br>7.1   | 3<br>21.4  | 6<br>42.9  | 3<br>21.4  | -          | 1<br>7.1   |
| 知的入所授産 | 13<br>100.0  | 3<br>23.1  | 2<br>15.4  | 1<br>7.7   | 4<br>30.8  | 1<br>7.7   | 2<br>15.4  |
| 知的通所授産 | 13<br>100.0  | 1<br>7.7   | 2<br>15.4  | 3<br>23.1  | 1<br>7.7   | 1<br>7.7   | 5<br>38.5  |
| A      | 131<br>100.0 | 8<br>6.1   | 25<br>19.1 | 24<br>18.3 | 22<br>16.8 | 23<br>17.6 | 29<br>22.1 |
| B      | 105<br>100.0 | 10<br>9.5  | 22<br>21.0 | 28<br>26.7 | 16<br>15.2 | 11<br>10.5 | 18<br>17.1 |
| C      | 66<br>100.0  | 10<br>15.2 | 5<br>7.6   | 15<br>22.7 | 12<br>18.2 | 13<br>19.7 | 11<br>16.7 |

(3) ①職員の教育・研修に関する基本姿勢が明示されている

| 調査数    | a            | b           | c          | 該当しない       | 無回答       |          |
|--------|--------------|-------------|------------|-------------|-----------|----------|
| 全体     | 302<br>100.0 | 163<br>54.0 | 26<br>8.6  | 107<br>35.4 | 3<br>1.0  | 3<br>1.0 |
| 救護     | 11<br>100.0  | 4<br>36.4   | 2<br>18.2  | 5<br>45.5   | -         | -        |
| 養護     | 15<br>100.0  | 9<br>60.0   | -          | 6<br>40.0   | -         | -        |
| 特養     | 37<br>100.0  | 17<br>45.9  | 5<br>13.5  | 15<br>40.5  | -         | -        |
| ケアハウス  | 18<br>100.0  | 10<br>55.6  | 2<br>11.1  | 6<br>33.3   | -         | -        |
| 通所介護   | 29<br>100.0  | 18<br>62.1  | 3<br>10.3  | 6<br>20.7   | 1<br>3.4  | 1<br>3.4 |
| 短期入所   | 12<br>100.0  | 7<br>58.3   | -          | 5<br>41.7   | -         | -        |
| 訪問介護   | 20<br>100.0  | 12<br>60.0  | 4<br>20.0  | 4<br>20.0   | -         | -        |
| 身障療養   | 23<br>100.0  | 11<br>47.8  | -          | 11<br>47.8  | -         | 1<br>4.3 |
| 身障授産   | 12<br>100.0  | 8<br>66.7   | 1<br>8.3   | 3<br>25.0   | -         | -        |
| 身障通所授産 | 6<br>100.0   | 2<br>33.3   | 2<br>33.3  | 2<br>33.3   | -         | -        |
| 乳児院    | 7<br>100.0   | 3<br>42.9   | -          | 4<br>57.1   | -         | -        |
| 母子生活支援 | 8<br>100.0   | 5<br>62.5   | 1<br>12.5  | 1<br>12.5   | 1<br>12.5 | -        |
| 保育所    | 23<br>100.0  | 14<br>60.9  | 2<br>8.7   | 7<br>30.4   | -         | -        |
| 児童養護   | 13<br>100.0  | 8<br>61.5   | -          | 5<br>38.5   | -         | -        |
| 知的障害児  | 15<br>100.0  | 9<br>60.0   | -          | 6<br>40.0   | -         | -        |
| 知的入所更生 | 13<br>100.0  | 5<br>38.5   | 1<br>7.7   | 7<br>53.8   | -         | -        |
| 知的通所更生 | 14<br>100.0  | 7<br>50.0   | 2<br>14.3  | 4<br>28.6   | 1<br>7.1  | -        |
| 知的入所授産 | 13<br>100.0  | 9<br>69.2   | -          | 4<br>30.8   | -         | -        |
| 知的通所授産 | 13<br>100.0  | 5<br>38.5   | 1<br>7.7   | 6<br>46.2   | -         | 1<br>7.7 |
| A      | 131<br>100.0 | 73<br>55.7  | 14<br>10.7 | 42<br>32.1  | 1<br>0.8  | 1<br>0.8 |
| B      | 105<br>100.0 | 51<br>48.6  | 9<br>8.6   | 42<br>40.0  | 1<br>1.0  | 2<br>1.9 |
| C      | 66<br>100.0  | 39<br>59.1  | 3<br>4.5   | 23<br>34.8  | 1<br>1.5  | -        |

(3) ①職員の教育・研修に関する基本姿勢が明示されている

| 調査数    | おおむね妥当である    | 見直しが必要である   | 本基準は不要である | その他       | 無回答        |
|--------|--------------|-------------|-----------|-----------|------------|
| 全体     | 302<br>100.0 | 242<br>80.1 | 25<br>8.3 | 4<br>1.3  | 31<br>10.3 |
| 救護     | 11<br>100.0  | 6<br>54.5   | 1<br>9.1  | 1<br>9.1  | 3<br>27.3  |
| 養護     | 15<br>100.0  | 15<br>100.0 | -         | -         | -          |
| 特養     | 37<br>100.0  | 32<br>86.5  | 3<br>8.1  | -         | 2<br>5.4   |
| ケアハウス  | 18<br>100.0  | 13<br>72.2  | 3<br>16.7 | -         | 2<br>11.1  |
| 通所介護   | 29<br>100.0  | 22<br>75.9  | 5<br>17.2 | -         | 2<br>6.9   |
| 短期入所   | 12<br>100.0  | 10<br>83.3  | 1<br>8.3  | -         | 1<br>8.3   |
| 訪問介護   | 20<br>100.0  | 15<br>75.0  | 1<br>5.0  | -         | 4<br>20.0  |
| 身障療養   | 23<br>100.0  | 19<br>82.6  | 2<br>8.7  | -         | 2<br>8.7   |
| 身障授産   | 12<br>100.0  | 9<br>75.0   | 1<br>8.3  | -         | 2<br>16.7  |
| 身障通所授産 | 6<br>100.0   | 4<br>66.7   | 1<br>16.7 | -         | 1<br>16.7  |
| 乳児院    | 7<br>100.0   | 4<br>57.1   | 3<br>42.9 | -         | -          |
| 母子生活支援 | 8<br>100.0   | 7<br>87.5   | -         | -         | 1<br>12.5  |
| 保育所    | 23<br>100.0  | 21<br>91.3  | -         | -         | 2<br>8.7   |
| 児童養護   | 13<br>100.0  | 10<br>76.9  | 1<br>7.7  | -         | 2<br>15.4  |
| 知的障害児  | 15<br>100.0  | 14<br>93.3  | 1<br>6.7  | -         | -          |
| 知的入所更生 | 13<br>100.0  | 12<br>92.3  | 1<br>7.7  | -         | -          |
| 知的通所更生 | 14<br>100.0  | 10<br>71.4  | -         | 2<br>14.3 | 2<br>14.3  |
| 知的入所授産 | 13<br>100.0  | 9<br>69.2   | -         | 1<br>7.7  | 3<br>23.1  |
| 知的通所授産 | 13<br>100.0  | 10<br>76.9  | 1<br>7.7  | -         | 2<br>15.4  |
| A      | 131<br>100.0 | 107<br>81.7 | 13<br>9.9 | -         | 11<br>8.4  |
| B      | 105<br>100.0 | 79<br>75.2  | 7<br>6.7  | 4<br>3.8  | 15<br>14.3 |
| C      | 66<br>100.0  | 56<br>84.8  | 5<br>7.6  | -         | 5<br>7.6   |

(3) ②個別職員へ組織としての教育・研修計画が策定されている

| 調査数    | a            | b          | c           | 該当しない      | 無回答      |          |
|--------|--------------|------------|-------------|------------|----------|----------|
| 全体     | 302<br>100.0 | 96<br>31.8 | 118<br>39.1 | 86<br>28.5 | 1<br>0.3 | 1<br>0.3 |
| 救護     | 11<br>100.0  | 2<br>18.2  | 3<br>27.3   | 6<br>54.5  | -        | -        |
| 養護     | 15<br>100.0  | 5<br>33.3  | 7<br>46.7   | 3<br>20.0  | -        | -        |
| 特養     | 37<br>100.0  | 12<br>32.4 | 15<br>40.5  | 10<br>27.0 | -        | -        |
| ケアハウス  | 18<br>100.0  | 8<br>44.4  | 6<br>33.3   | 4<br>22.2  | -        | -        |
| 通所介護   | 29<br>100.0  | 9<br>31.0  | 11<br>37.9  | 7<br>24.1  | 1<br>3.4 | 1<br>3.4 |
| 短期入所   | 12<br>100.0  | 3<br>25.0  | 5<br>41.7   | 4<br>33.3  | -        | -        |
| 訪問介護   | 20<br>100.0  | 5<br>25.0  | 9<br>45.0   | 6<br>30.0  | -        | -        |
| 身障療養   | 23<br>100.0  | 4<br>17.4  | 10<br>43.5  | 9<br>39.1  | -        | -        |
| 身障授産   | 12<br>100.0  | 6<br>50.0  | 3<br>25.0   | 3<br>25.0  | -        | -        |
| 身障通所授産 | 6<br>100.0   | -          | 4<br>66.7   | 2<br>33.3  | -        | -        |
| 乳児院    | 7<br>100.0   | 2<br>28.6  | 3<br>42.9   | 2<br>28.6  | -        | -        |
| 母子生活支援 | 8<br>100.0   | 5<br>62.5  | 2<br>25.0   | 1<br>12.5  | -        | -        |
| 保育所    | 23<br>100.0  | 5<br>21.7  | 8<br>34.8   | 10<br>43.5 | -        | -        |
| 児童養護   | 13<br>100.0  | 4<br>30.8  | 6<br>46.2   | 3<br>23.1  | -        | -        |
| 知的障害児  | 15<br>100.0  | 6<br>40.0  | 7<br>46.7   | 2<br>13.3  | -        | -        |
| 知的入所更生 | 13<br>100.0  | 7<br>53.8  | 5<br>38.5   | 1<br>7.7   | -        | -        |
| 知的通所更生 | 14<br>100.0  | 2<br>14.3  | 8<br>57.1   | 4<br>28.6  | -        | -        |
| 知的入所授産 | 13<br>100.0  | 7<br>53.8  | 4<br>30.8   | 2<br>15.4  | -        | -        |
| 知的通所授産 | 13<br>100.0  | 4<br>30.8  | 2<br>15.4   | 7<br>53.8  | -        | -        |
| A      | 131<br>100.0 | 42<br>32.1 | 53<br>40.5  | 34<br>26.0 | 1<br>0.8 | 1<br>0.8 |
| B      | 105<br>100.0 | 32<br>30.5 | 39<br>37.1  | 34<br>32.4 | -        | -        |
| C      | 66<br>100.0  | 22<br>33.3 | 26<br>39.4  | 18<br>27.3 | -        | -        |

<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ-3. 人材の確保・養成

(3) ②個別職員へ組織としての教育・研修計画が策定されている  
種別・中区分

|        | 調査数   | おおむね妥当である | 見直しが必要である | 本基準は不要である | その他 | 無回答  |
|--------|-------|-----------|-----------|-----------|-----|------|
| 全体     | 302   | 230       | 36        | 1         | 6   | 29   |
|        | 100.0 | 76.2      | 11.9      | 0.3       | 2.0 | 9.6  |
| 救護     | 11    | 5         | 2         | -         | 1   | 3    |
|        | 100.0 | 45.5      | 18.2      | -         | 9.1 | 27.3 |
| 養護     | 15    | 12        | 3         | -         | -   | -    |
|        | 100.0 | 80.0      | 20.0      | -         | -   | -    |
| 特養     | 37    | 32        | 1         | -         | 1   | 3    |
|        | 100.0 | 86.5      | 2.7       | -         | 2.7 | 8.1  |
| ケアハウス  | 18    | 14        | 2         | -         | -   | 2    |
|        | 100.0 | 77.8      | 11.1      | -         | -   | 11.1 |
| 通所介護   | 29    | 23        | 4         | -         | -   | 2    |
|        | 100.0 | 79.3      | 13.8      | -         | -   | 6.9  |
| 短期入所   | 12    | 8         | 2         | -         | 1   | 1    |
|        | 100.0 | 66.7      | 16.7      | -         | 8.3 | 8.3  |
| 訪問介護   | 20    | 13        | 4         | -         | -   | 3    |
|        | 100.0 | 65.0      | 20.0      | -         | -   | 15.0 |
| 身障療護   | 23    | 19        | 1         | -         | 1   | 2    |
|        | 100.0 | 82.6      | 4.3       | -         | 4.3 | 8.7  |
| 身障授産   | 12    | 8         | 1         | -         | 1   | 2    |
|        | 100.0 | 66.7      | 8.3       | -         | 8.3 | 16.7 |
| 身障通所授産 | 6     | 5         | 1         | -         | -   | -    |
|        | 100.0 | 83.3      | 16.7      | -         | -   | -    |
| 乳児院    | 7     | 4         | 2         | -         | -   | 1    |
|        | 100.0 | 57.1      | 28.6      | -         | -   | 14.3 |
| 母子生活支援 | 8     | 7         | -         | -         | -   | 1    |
|        | 100.0 | 87.5      | -         | -         | -   | 12.5 |
| 保育所    | 23    | 16        | 5         | -         | 1   | 1    |
|        | 100.0 | 69.6      | 21.7      | -         | 4.3 | 4.3  |
| 児童養護   | 13    | 10        | 1         | -         | -   | 2    |
|        | 100.0 | 76.9      | 7.7       | -         | -   | 15.4 |
| 知的障害児  | 15    | 12        | 3         | -         | -   | -    |
|        | 100.0 | 80.0      | 20.0      | -         | -   | -    |
| 知的入所更生 | 13    | 13        | -         | -         | -   | -    |
|        | 100.0 | 100.0     | -         | -         | -   | -    |
| 知的通所更生 | 14    | 12        | -         | -         | -   | 2    |
|        | 100.0 | 85.7      | -         | -         | -   | 14.3 |
| 知的入所授産 | 13    | 8         | 1         | -         | 1   | 3    |
|        | 100.0 | 61.5      | 7.7       | -         | 7.7 | 23.1 |
| 知的通所授産 | 13    | 9         | 3         | -         | -   | 1    |
|        | 100.0 | 69.2      | 23.1      | -         | -   | 7.7  |
| A      | 131   | 102       | 16        | -         | 2   | 11   |
|        | 100.0 | 77.9      | 12.2      | -         | 1.5 | 8.4  |
| B      | 105   | 79        | 9         | 1         | 3   | 13   |
|        | 100.0 | 75.2      | 8.6       | 1.0       | 2.9 | 12.4 |
| C      | 66    | 49        | 11        | -         | 1   | 5    |
|        | 100.0 | 74.2      | 16.7      | -         | 1.5 | 7.6  |

(3) ③計画に基づいて具体的な取り組みが行われている

|        | 調査数   | a    | b    | c    | 該当しない | 無回答 |
|--------|-------|------|------|------|-------|-----|
| 全体     | 302   | 119  | 41   | 125  | 12    | 5   |
|        | 100.0 | 39.4 | 13.6 | 41.4 | 4.0   | 1.7 |
| 救護     | 11    | 2    | -    | 6    | 3     | -   |
|        | 100.0 | 18.2 | -    | 54.5 | 27.3  | -   |
| 養護     | 15    | 7    | 1    | 6    | 1     | -   |
|        | 100.0 | 46.7 | 6.7  | 40.0 | 6.7   | -   |
| 特養     | 37    | 13   | 5    | 19   | -     | -   |
|        | 100.0 | 35.1 | 13.5 | 51.4 | -     | -   |
| ケアハウス  | 18    | 10   | -    | 6    | 1     | 1   |
|        | 100.0 | 55.6 | -    | 33.3 | 5.6   | 5.6 |
| 通所介護   | 29    | 13   | 5    | 9    | 1     | 1   |
|        | 100.0 | 44.8 | 17.2 | 31.0 | 3.4   | 3.4 |
| 短期入所   | 12    | 5    | 2    | 5    | -     | -   |
|        | 100.0 | 41.7 | 16.7 | 41.7 | -     | -   |
| 訪問介護   | 20    | 7    | 5    | 6    | 2     | -   |
|        | 100.0 | 35.0 | 25.0 | 30.0 | 10.0  | -   |
| 身障療護   | 23    | 8    | 2    | 10   | 2     | 1   |
|        | 100.0 | 34.8 | 8.7  | 43.5 | 8.7   | 4.3 |
| 身障授産   | 12    | 7    | 1    | 4    | -     | -   |
|        | 100.0 | 58.3 | 8.3  | 33.3 | -     | -   |
| 身障通所授産 | 6     | 1    | 3    | 2    | -     | -   |
|        | 100.0 | 16.7 | 50.0 | 33.3 | -     | -   |
| 乳児院    | 7     | 2    | 1    | 4    | -     | -   |
|        | 100.0 | 28.6 | 14.3 | 57.1 | -     | -   |
| 母子生活支援 | 8     | 5    | 1    | 1    | 1     | -   |
|        | 100.0 | 62.5 | 12.5 | 12.5 | 12.5  | -   |
| 保育所    | 23    | 5    | 2    | 15   | -     | 1   |
|        | 100.0 | 21.7 | 8.7  | 65.2 | -     | 4.3 |
| 児童養護   | 13    | 5    | 4    | 4    | -     | -   |
|        | 100.0 | 38.5 | 30.8 | 30.8 | -     | -   |
| 知的障害児  | 15    | 9    | 1    | 4    | 1     | -   |
|        | 100.0 | 60.0 | 6.7  | 26.7 | 6.7   | -   |
| 知的入所更生 | 13    | 7    | -    | 6    | -     | -   |
|        | 100.0 | 53.8 | -    | 46.2 | -     | -   |
| 知的通所更生 | 14    | 3    | 4    | 6    | -     | 1   |
|        | 100.0 | 21.4 | 28.6 | 42.9 | -     | 7.1 |
| 知的入所授産 | 13    | 6    | 2    | 5    | -     | -   |
|        | 100.0 | 46.2 | 15.4 | 38.5 | -     | -   |
| 知的通所授産 | 13    | 4    | 2    | 7    | -     | -   |
|        | 100.0 | 30.8 | 15.4 | 53.8 | -     | -   |
| A      | 131   | 55   | 18   | 51   | 5     | 2   |
|        | 100.0 | 42.0 | 13.7 | 38.9 | 3.8   | 1.5 |
| B      | 105   | 38   | 14   | 46   | 5     | 2   |
|        | 100.0 | 36.2 | 13.3 | 43.8 | 4.8   | 1.9 |
| C      | 66    | 26   | 9    | 28   | 2     | 1   |
|        | 100.0 | 39.4 | 13.6 | 42.4 | 3.0   | 1.5 |

(3) ③計画に基づいて具体的な取り組みが行われている

|        | 調査数   | おおむね妥当である | 見直しが必要である | 本基準は不要である | その他 | 無回答  |
|--------|-------|-----------|-----------|-----------|-----|------|
| 全体     | 302   | 224       | 41        | 1         | 5   | 31   |
|        | 100.0 | 74.2      | 13.6      | 0.3       | 1.7 | 10.3 |
| 救護     | 11    | 5         | 1         | 1         | 1   | 3    |
|        | 100.0 | 45.5      | 9.1       | 9.1       | 9.1 | 27.3 |
| 養護     | 15    | 13        | 2         | -         | -   | -    |
|        | 100.0 | 86.7      | 13.3      | -         | -   | -    |
| 特養     | 37    | 32        | 2         | -         | -   | 3    |
|        | 100.0 | 86.5      | 5.4       | -         | -   | 8.1  |
| ケアハウス  | 18    | 13        | 3         | -         | -   | 2    |
|        | 100.0 | 72.2      | 16.7      | -         | -   | 11.1 |
| 通所介護   | 29    | 21        | 6         | -         | -   | 2    |
|        | 100.0 | 72.4      | 20.7      | -         | -   | 6.9  |
| 短期入所   | 12    | 7         | 3         | -         | 1   | 1    |
|        | 100.0 | 58.3      | 25.0      | -         | 8.3 | 8.3  |
| 訪問介護   | 20    | 14        | 3         | -         | -   | 3    |
|        | 100.0 | 70.0      | 15.0      | -         | -   | 15.0 |
| 身障療護   | 23    | 17        | 3         | -         | -   | 3    |
|        | 100.0 | 73.9      | 13.0      | -         | -   | 13.0 |
| 身障授産   | 12    | 8         | 1         | -         | 1   | 2    |
|        | 100.0 | 66.7      | 8.3       | -         | 8.3 | 16.7 |
| 身障通所授産 | 6     | 5         | 1         | -         | -   | -    |
|        | 100.0 | 83.3      | 16.7      | -         | -   | -    |
| 乳児院    | 7     | 5         | 2         | -         | -   | -    |
|        | 100.0 | 71.4      | 28.6      | -         | -   | -    |
| 母子生活支援 | 8     | 7         | -         | -         | -   | 1    |
|        | 100.0 | 87.5      | -         | -         | -   | 12.5 |
| 保育所    | 23    | 17        | 4         | -         | 1   | 1    |
|        | 100.0 | 73.9      | 17.4      | -         | 4.3 | 4.3  |
| 児童養護   | 13    | 10        | 1         | -         | -   | 2    |
|        | 100.0 | 76.9      | 7.7       | -         | -   | 15.4 |
| 知的障害児  | 15    | 11        | 4         | -         | -   | -    |
|        | 100.0 | 73.3      | 26.7      | -         | -   | -    |
| 知的入所更生 | 13    | 10        | 2         | -         | -   | 1    |
|        | 100.0 | 76.9      | 15.4      | -         | -   | 7.7  |
| 知的通所更生 | 14    | 12        | -         | -         | -   | 2    |
|        | 100.0 | 85.7      | -         | -         | -   | 14.3 |
| 知的入所授産 | 13    | 8         | -         | -         | 1   | 4    |
|        | 100.0 | 61.5      | -         | -         | 7.7 | 30.8 |
| 知的通所授産 | 13    | 9         | 3         | -         | -   | 1    |
|        | 100.0 | 69.2      | 23.1      | -         | -   | 7.7  |
| A      | 131   | 100       | 19        | -         | 1   | 11   |
|        | 100.0 | 76.3      | 14.5      | -         | 0.8 | 8.4  |
| B      | 105   | 74        | 11        | 1         | 3   | 16   |
|        | 100.0 | 70.5      | 10.5      | 1.0       | 2.9 | 15.2 |
| C      | 66    | 50        | 11        | -         | 1   | 4    |
|        | 100.0 | 75.8      | 16.7      | -         | 1.5 | 6.1  |

(3) ④定期的に個別的教育・研修計画が評価・見直しされている

|        | 調査数   | a    | b    | c    | 該当しない | 無回答 |
|--------|-------|------|------|------|-------|-----|
| 全体     | 302   | 90   | 72   | 127  | 7     | 6   |
|        | 100.0 | 29.8 | 23.8 | 42.1 | 2.3   | 2.0 |
| 救護     | 11    | 2    | -    | 7    | 1     | 1   |
|        | 100.0 | 18.2 | -    | 63.6 | 9.1   | 9.1 |
| 養護     | 15    | 6    | 3    | 5    | 1     | -   |
|        | 100.0 | 40.0 | 20.0 | 33.3 | 6.7   | -   |
| 特養     | 37    | 10   | 13   | 14   | -     | -   |
|        | 100.0 | 27.0 | 35.1 | 37.8 | -     | -   |
| ケアハウス  | 18    | 4    | 4    | 8    | 1     | 1   |
|        | 100.0 | 22.2 | 22.2 | 44.4 | 5.6   | 5.6 |
| 通所介護   | 29    | 10   | 8    | 10   | -     | 1   |
|        | 100.0 | 34.5 | 27.6 | 34.5 | -     | 3.4 |
| 短期入所   | 12    | 2    | 3    | 7    | -     | -   |
|        | 100.0 | 16.7 | 25.0 | 58.3 | -     | -   |
| 訪問介護   | 20    | 7    | 1    | 11   | 1     | -   |
|        | 100.0 | 35.0 | 5.0  | 55.0 | 5.0   | -   |
| 身障療護   | 23    | 6    | 4    | 12   | -     | 1   |
|        | 100.0 | 26.1 | 17.4 | 52.2 | -     | 4.3 |
| 身障授産   | 12    | 5    | 3    | 4    | -     | -   |
|        | 100.0 | 41.7 | 25.0 | 33.3 | -     | -   |
| 身障通所授産 | 6     | -    | 2    | 4    | -     | -   |
|        | 100.0 | -    | 33.3 | 66.7 | -     | -   |
| 乳児院    | 7     | 2    | 3    | 2    | -     | -   |
|        | 100.0 | 28.6 | 42.9 | 28.6 | -     | -   |
| 母子生活支援 | 8     | 4    | 1    | 3    | -     | -   |
|        | 100.0 | 50.0 | 12.5 | 37.5 | -     | -   |
| 保育所    | 23    | 9    | 3    | 9    | 1     | 1   |
|        | 100.0 | 39.1 | 13.0 | 39.1 | 4.3   | 4.3 |
| 児童養護   | 13    | 4    | 5    | 3    | 1     | -   |
|        | 100.0 | 30.8 | 38.5 | 23.1 | 7.7   | -   |
| 知的障害児  | 15    | 6    | 5    | 4    | -     | -   |
|        | 100.0 | 40.0 | 33.3 | 26.7 | -     | -   |
| 知的入所更生 | 13    | 3    | 3    | 7    | -     | -   |
|        | 100.0 | 23.1 | 23.1 | 53.8 | -     | -   |
| 知的通所更生 | 14    | 3    | 4    | 6    | -     | -   |
|        | 100.0 | 21.4 | 28.6 | 42.9 | -     | 7.1 |
| 知的入所授産 | 13    | 3    | 5    | 4    | 1     | -   |
|        | 100.0 | 23.1 | 38.5 | 30.8 | 7.7   | -   |
| 知的通所授産 | 13    | 4    | 2    | 7    | -     | -   |
|        | 100.0 | 30.8 | 15.4 | 53.8 | -     | -   |
| A      | 131   | 39   | 32   | 55   | 3     | 2   |
|        | 100.0 | 29.8 | 24.4 | 42.0 | 2.3   | 1.5 |
| B      | 105   | 26   | 23   | 51   | 2     | 3   |
|        | 100.0 | 24.8 | 21.9 | 48.6 | 1.9   | 2.9 |
| C      | 66    | 25   | 17   | 21   | 2     | 1   |
|        | 100.0 | 37.9 | 25.8 | 31.8 | 3.0   | 1.5 |



<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ-3. 人材の確保・養成

(3) ④定期的に個別の教育・研修計画が評価・見直しされている

種別・中区分

|        | 調<br>査<br>数  | お<br>お<br>む<br>ね<br>妥<br>当<br>で<br>あ<br>る | 見<br>直<br>し<br>が<br>必<br>要<br>で<br>あ<br>る | 本<br>基<br>準<br>は<br>不<br>要<br>で<br>あ<br>る | そ<br>の<br>他 | 無<br>回<br>答 |
|--------|--------------|---|---|---|-------------|-------------|
| 全 体    | 302<br>100.0 | 223<br>73.8                               | 37<br>12.3                                | 1<br>0.3                                  | 8<br>2.6    | 33<br>10.9  |
| 救護     | 11<br>100.0  | 5<br>45.5                                 | 1<br>9.1                                  | 1<br>9.1                                  | 1<br>9.1    | 3<br>27.3   |
| 養護     | 15<br>100.0  | 12<br>80.0                                | 3<br>20.0                                 | -   | -           | -           |
| 特養     | 37<br>100.0  | 30<br>81.1                                | 3<br>8.1                                  | -   | -           | 4<br>10.8   |
| ケアハウス  | 18<br>100.0  | 15<br>83.3                                | 1<br>5.6                                  | -   | -           | 2<br>11.1   |
| 通所介護   | 29<br>100.0  | 24<br>82.8                                | 4<br>13.8                                 | -   | -           | 1<br>3.4    |
| 短期入所   | 12<br>100.0  | 7<br>58.3                                 | 3<br>25.0                                 | -   | 1<br>8.3    | 1<br>8.3    |
| 訪問介護   | 20<br>100.0  | 14<br>70.0                                | 2<br>10.0                                 | -   | 1<br>5.0    | 3<br>15.0   |
| 身障療護   | 23<br>100.0  | 19<br>82.6                                | 2<br>8.7                                  | -   | -           | 2<br>8.7    |
| 身障授産   | 12<br>100.0  | 8<br>66.7                                 | 1<br>8.3                                  | -   | -           | 3<br>25.0   |
| 身障通所授産 | 6<br>100.0   | 5<br>83.3                                 | 1<br>16.7                                 | -   | -           | -           |
| 乳児院    | 7<br>100.0   | 4<br>57.1                                 | 2<br>28.6                                 | -   | -           | 1<br>14.3   |
| 母子生活支援 | 8<br>100.0   | 7<br>87.5                                 | -   | -   | -           | 1<br>12.5   |
| 保育所    | 23<br>100.0  | 17<br>73.9                                | 4<br>17.4                                 | -   | 1<br>4.3    | 1<br>4.3    |
| 児童養護   | 13<br>100.0  | 8<br>61.5                                 | 1<br>7.7                                  | -   | 1<br>7.7    | 3<br>23.1   |
| 知的障害児  | 15<br>100.0  | 11<br>73.3                                | 3<br>20.0                                 | -   | -           | 1<br>6.7    |
| 知的入所更生 | 13<br>100.0  | 11<br>84.6                                | 1<br>7.7                                  | -   | -           | 1<br>7.7    |
| 知的通所更生 | 14<br>100.0  | 11<br>78.6                                | -   | -   | 1<br>7.1    | 2<br>14.3   |
| 知的入所授産 | 13<br>100.0  | 6<br>46.2                                 | 2<br>15.4                                 | -   | 2<br>15.4   | 3<br>23.1   |
| 知的通所授産 | 13<br>100.0  | 9<br>69.2                                 | 3<br>23.1                                 | -   | -           | 1<br>7.7    |
| A      | 131<br>100.0 | 102<br>77.9                               | 16<br>12.2                                | -   | 2<br>1.5    | 11<br>8.4   |
| B      | 105<br>100.0 | 74<br>70.5                                | 11<br>10.5                                | 1<br>1.0                                  | 4<br>3.8    | 15<br>14.3  |
| C      | 66<br>100.0  | 47<br>71.2                                | 10<br>15.2                                | -   | 2<br>3.0    | 7<br>10.6   |

<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ-4. 安全管理

(1) 利用者の安全を確保するための取り組みが行われている  
種別・中区分

| 調査数    | 1   | 2  | 3  | 4  | 5  | 無回答 |    |
|--------|-----|----|----|----|----|-----|----|
| 全体     | 302 | 12 | 35 | 59 | 65 | 85  | 46 |
| 救護     | 11  | 3  | 1  | 2  | 2  | 2   | 1  |
| 養護     | 15  | -  | 1  | 2  | 4  | 7   | 1  |
| 特養     | 37  | 1  | 4  | 8  | 6  | 11  | 7  |
| ケアハウス  | 18  | -  | 3  | 5  | 4  | 4   | 2  |
| 通所介護   | 29  | -  | 2  | 6  | 2  | 11  | 8  |
| 短期入所   | 12  | 1  | 1  | 3  | 3  | 2   | 2  |
| 訪問介護   | 20  | 1  | 1  | 5  | 6  | 5   | 2  |
| 身障療養   | 23  | -  | 4  | 4  | 2  | 9   | 4  |
| 身障授産   | 12  | 1  | 1  | 2  | 4  | 3   | 1  |
| 身障通所授産 | 6   | -  | 2  | 1  | 2  | -   | 1  |
| 乳児院    | 7   | -  | -  | 1  | 4  | 2   | -  |
| 母子生活支援 | 8   | -  | 2  | 3  | 1  | 2   | -  |
| 保育所    | 23  | -  | 2  | 6  | 5  | 6   | 4  |
| 児童養護   | 13  | 1  | 3  | 2  | 2  | 2   | 3  |
| 知的障害児  | 15  | -  | 2  | 2  | 5  | 5   | 1  |
| 知的入所更生 | 13  | 2  | 2  | 1  | 2  | 4   | 2  |
| 知的通所更生 | 14  | -  | 2  | 3  | 4  | 4   | 1  |
| 知的入所授産 | 13  | 2  | -  | 1  | 5  | 2   | 3  |
| 知的通所授産 | 13  | -  | 2  | 2  | 2  | 4   | 3  |
| A      | 131 | 3  | 12 | 29 | 25 | 40  | 22 |
| B      | 105 | 8  | 14 | 16 | 23 | 28  | 16 |
| C      | 66  | 1  | 9  | 14 | 17 | 17  | 8  |

(1) ①利用者の安全確保のための体制が整備されている

| 調査数    | a   | b   | c  | 該当しない | 無回答 |   |
|--------|-----|-----|----|-------|-----|---|
| 全体     | 302 | 209 | 26 | 61    | 5   | 1 |
| 救護     | 11  | 5   | 1  | 4     | 1   | - |
| 養護     | 15  | 12  | 2  | 1     | -   | - |
| 特養     | 37  | 25  | 6  | 6     | -   | - |
| ケアハウス  | 18  | 12  | 2  | 4     | -   | - |
| 通所介護   | 29  | 22  | 1  | 5     | -   | 1 |
| 短期入所   | 12  | 9   | 1  | 2     | -   | - |
| 訪問介護   | 20  | 13  | 4  | 2     | 1   | - |
| 身障療養   | 23  | 14  | 1  | 7     | 1   | - |
| 身障授産   | 12  | 9   | -  | 3     | -   | - |
| 身障通所授産 | 6   | 2   | 1  | 3     | -   | - |
| 乳児院    | 7   | 6   | -  | 1     | -   | - |
| 母子生活支援 | 8   | 4   | 2  | 2     | -   | - |
| 保育所    | 23  | 18  | 2  | 3     | -   | - |
| 児童養護   | 13  | 8   | 1  | 4     | -   | - |
| 知的障害児  | 15  | 12  | -  | 3     | -   | - |
| 知的入所更生 | 13  | 7   | -  | 5     | 1   | - |
| 知的通所更生 | 14  | 11  | 1  | 2     | -   | - |
| 知的入所授産 | 13  | 10  | 1  | 1     | 1   | - |
| 知的通所授産 | 13  | 10  | -  | 3     | -   | - |
| A      | 131 | 93  | 16 | 20    | 1   | 1 |
| B      | 105 | 68  | 5  | 28    | 4   | - |
| C      | 66  | 48  | 5  | 13    | -   | - |

(1) ①利用者の安全確保のための体制が整備されている

| 調査数    | おおむね妥当である | 見直しが必要である | 本基準は不要である | その他 | 無回答 |
|--------|-----------|-----------|-----------|-----|-----|
| 全体     | 302       | 252       | 25        | 2   | 21  |
| 救護     | 11        | 6         | 1         | -   | 3   |
| 養護     | 15        | 14        | 1         | -   | -   |
| 特養     | 37        | 32        | 2         | 2   | 1   |
| ケアハウス  | 18        | 12        | 4         | -   | 1   |
| 通所介護   | 29        | 24        | 2         | -   | 3   |
| 短期入所   | 12        | 9         | 3         | -   | -   |
| 訪問介護   | 20        | 15        | 1         | -   | 4   |
| 身障療養   | 23        | 21        | 2         | -   | -   |
| 身障授産   | 12        | 10        | 1         | -   | 1   |
| 身障通所授産 | 6         | 4         | 2         | -   | -   |
| 乳児院    | 7         | 6         | 1         | -   | -   |
| 母子生活支援 | 8         | 8         | -         | -   | -   |
| 保育所    | 23        | 20        | 1         | -   | 2   |
| 児童養護   | 13        | 12        | -         | -   | 1   |
| 知的障害児  | 15        | 14        | -         | -   | 1   |
| 知的入所更生 | 13        | 13        | -         | -   | -   |
| 知的通所更生 | 14        | 12        | 2         | -   | -   |
| 知的入所授産 | 13        | 8         | 2         | -   | 3   |
| 知的通所授産 | 13        | 12        | -         | -   | 1   |
| A      | 131       | 106       | 13        | 2   | 9   |
| B      | 105       | 86        | 10        | -   | 9   |
| C      | 66        | 60        | 2         | -   | 4   |

(1) ②利用者の安全確保のためのリスクを把握し対策実行している

| 調査数    | a   | b   | c  | 該当しない | 無回答 |   |
|--------|-----|-----|----|-------|-----|---|
| 全体     | 302 | 186 | 90 | 19    | 1   | 6 |
| 救護     | 11  | 4   | 5  | 1     | 1   | - |
| 養護     | 15  | 11  | 3  | 1     | -   | - |
| 特養     | 37  | 24  | 12 | -     | -   | 1 |
| ケアハウス  | 18  | 9   | 4  | 4     | -   | 1 |
| 通所介護   | 29  | 24  | 3  | 1     | -   | 1 |
| 短期入所   | 12  | 8   | 4  | -     | -   | - |
| 訪問介護   | 20  | 13  | 4  | 2     | -   | 1 |
| 身障療養   | 23  | 14  | 7  | 1     | -   | 1 |
| 身障授産   | 12  | 8   | 3  | -     | -   | 1 |
| 身障通所授産 | 6   | 2   | 4  | -     | -   | - |
| 乳児院    | 7   | 5   | 2  | -     | -   | - |
| 母子生活支援 | 8   | 2   | 5  | 1     | -   | - |
| 保育所    | 23  | 12  | 9  | 2     | -   | - |
| 児童養護   | 13  | 6   | 4  | 3     | -   | - |
| 知的障害児  | 15  | 12  | 3  | -     | -   | - |
| 知的入所更生 | 13  | 7   | 5  | 1     | -   | - |
| 知的通所更生 | 14  | 8   | 5  | 1     | -   | - |
| 知的入所授産 | 13  | 9   | 4  | -     | -   | - |
| 知的通所授産 | 13  | 8   | 4  | 1     | -   | - |
| A      | 131 | 89  | 30 | 8     | -   | 4 |
| B      | 105 | 60  | 37 | 5     | 1   | 2 |
| C      | 66  | 37  | 23 | 6     | -   | - |

<福祉サービス第三者評価自己評価結果>種別・中区分別集計(最終)

Ⅲ・4. 安全管理

(1) ②利用者の安全確保のためリスクを把握し対策実行している

種別・中区分

|        | 調査数          | おおむね妥当である   | 見直しが必要である | 本基準は不要である | その他      | 無回答       |
|--------|--------------|-------------|-----------|-----------|----------|-----------|
| 全体     | 302<br>100.0 | 253<br>83.8 | 26<br>8.6 | 1<br>0.3  | 2<br>0.7 | 20<br>6.6 |
| 救護     | 11<br>100.0  | 7<br>63.6   | -         | -         | 1<br>9.1 | 3<br>27.3 |
| 養護     | 15<br>100.0  | 14<br>93.3  | 1<br>6.7  | -         | -        | -         |
| 特養     | 37<br>100.0  | 31<br>83.8  | 5<br>13.5 | -         | -        | 1<br>2.7  |
| ケアハウス  | 18<br>100.0  | 13<br>72.1  | 3<br>16.7 | -         | 1<br>5.6 | 1<br>5.6  |
| 通所介護   | 29<br>100.0  | 24<br>82.8  | 1<br>3.4  | -         | -        | 4<br>13.8 |
| 短期入所   | 12<br>100.0  | 9<br>75.0   | 3<br>25.0 | -         | -        | -         |
| 訪問介護   | 20<br>100.0  | 17<br>85.0  | -         | -         | -        | 3<br>15.0 |
| 身障療護   | 23<br>100.0  | 22<br>95.7  | 1<br>4.3  | -         | -        | -         |
| 身障授産   | 12<br>100.0  | 10<br>83.3  | 2<br>16.7 | -         | -        | -         |
| 身障通所授産 | 6<br>100.0   | 4<br>66.7   | 2<br>33.3 | -         | -        | -         |
| 乳児院    | 7<br>100.0   | 5<br>71.4   | 2<br>28.6 | -         | -        | -         |
| 母子生活支援 | 8<br>100.0   | 7<br>87.5   | 1<br>12.5 | -         | -        | -         |
| 保育所    | 23<br>100.0  | 18<br>78.3  | 2<br>8.7  | 1<br>4.3  | -        | 2<br>8.7  |
| 児童養護   | 13<br>100.0  | 11<br>84.6  | 1<br>7.7  | -         | -        | 1<br>7.7  |
| 知的障害児  | 15<br>100.0  | 14<br>93.3  | -         | -         | -        | 1<br>6.7  |
| 知的入所更生 | 13<br>100.0  | 13<br>100.0 | -         | -         | -        | -         |
| 知的通所更生 | 14<br>100.0  | 13<br>92.9  | 1<br>7.1  | -         | -        | -         |
| 知的入所授産 | 13<br>100.0  | 9<br>69.2   | 1<br>7.7  | -         | -        | 3<br>23.1 |
| 知的通所授産 | 13<br>100.0  | 12<br>92.3  | -         | -         | -        | 1<br>7.7  |
| A      | 131<br>100.0 | 108<br>82.4 | 13<br>9.9 | -         | 1<br>0.8 | 9<br>6.9  |
| B      | 105<br>100.0 | 90<br>85.7  | 7<br>6.7  | -         | 1<br>1.0 | 7<br>6.7  |
| C      | 66<br>100.0  | 55<br>83.3  | 6<br>9.1  | 1<br>1.5  | -        | 4<br>6.1  |