

Communique

Normative Staffing Ranges Project

January 2012

This communiqué has been produced to update Trusts and Health and Social Care organisations of the work going on in the Normative Staffing Ranges Project. This project has been commissioned by the Public Health Agency (PHA) and is being facilitated by the Northern Ireland Practice and Education Council for nursing and midwifery (NIPEC). To view previous communiqués go to:

http://www.nipec.hscni.net/cw_normativestaffing.html

Project Approach

Work began in May 2011, to bring together key individuals in Health and Social Care who could contribute to and guide the Project. Phases One (General Medicine and Surgery) and Two (Emergency Departments) of the project, have been advanced by the work of the Steering and Project Groups. The Project has been profiled in the Nursing Standard (8th August 2011 issue), the Joint Commissioning Plan and aligns with issues raised by the general public via the Patient Client Council in *The People's Priorities (2010)* report.

Phase 1: Medicine and Surgery

Workforce data has been refreshed for a number of medical and surgical adult hospital care settings across the five HSC Trusts and ranges proposed for general adult hospital medical and surgical settings. This work has included the proposal of an appropriate Planned and Unplanned leave Allowance and the definition of factors that influence workforce planning to reach a common understanding of the impact they might have on defined staffing ranges.

Phase 2: Emergency Departments

A number of workshops were facilitated with professional, service and commissioning leads to discuss the workforce data collected in relation to Emergency Departments (EDs) and Minor Injuries Units in Northern Ireland. Andrew Frazer representing the Royal College of Nursing (RCN) Emergency Care Forum also presented on one of the days, demonstrating the new ED nurse workforce planning tool currently being tested in England. A workshop was also held to define the role of the Emergency Nurse Practitioner (ENP) in the nursing workforce within EDs throughout the region. This work has resulted in a wealth of useful information and a decision to participate in the Beta testing Phase of the RCN ED nurse workforce planning tool in February 2012.

Coming Soon...

The completion of the work necessary to advance Phases One and Two during November and December 2011 should enable debate and agreement to take place in early 2012 resulting in the publication of some resources which will be helpful to commissioners, service providers, nurse managers and staff to determine staffing levels which will support and enable high quality person centred care, which is safe and effective.

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