

Communique

Normative Staffing Ranges Project

June 2011

This communiqué has been produced to inform Trusts and Health and Social Care organisations of the work going on in the Normative Staffing Ranges Project, which 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).

What is the project about?

The rationale for this piece of work lies in the desire to support the achievement of safe and effective care through a comprehensive guide to methodologies which assist the definition of normative ranges of staffing levels within hospital and community based care settings. The resulting definitions should facilitate constructive conversations between commissioners and service providers and between nurse managers and front line staff.

The overarching aim is to support the provision of high quality care in hospital and community settings through the development of a tool to determine staffing ranges for the nursing and midwifery workforce in a range of major specialities.

Who is part of the project?

Working alongside of the PHA and NIPEC is a range of staff representing a number of organisations including: the Department of Health Social Services and Public Safety, Health and Social Care Trusts, staff side organisations and the Patient Client Council. The Chair of the Steering Group is Mary Hinds, Director of Nursing and Allied Health Professions, PHA and the Chair of the Working Group is Siobhan McIntyre, Nurse Consultant, PHA. The project lead in NIPEC is Angela Drury, Senior Professional Officer.

What has happened so far?

The Steering Group and Working Group have met as individual groups once so far, to agree Terms of Reference and a project structure. There has also been agreement regarding the work plan for the first phase of the project which encompasses specialities within general medical hospital settings. Currently, the types of factors which may influence staffing ranges in these settings and the evidence-base surrounding workforce planning are being considered. Definitions and methodologies should be described by the autumn of 2011.

For further information contact: The local HSC Trust Assistant/Co-Director of Nursing for Workforce or angela.drury@nipec.hscni.net.