

SAFE STAFFING IN ACUTE NHS TRUSTS

University of Southampton

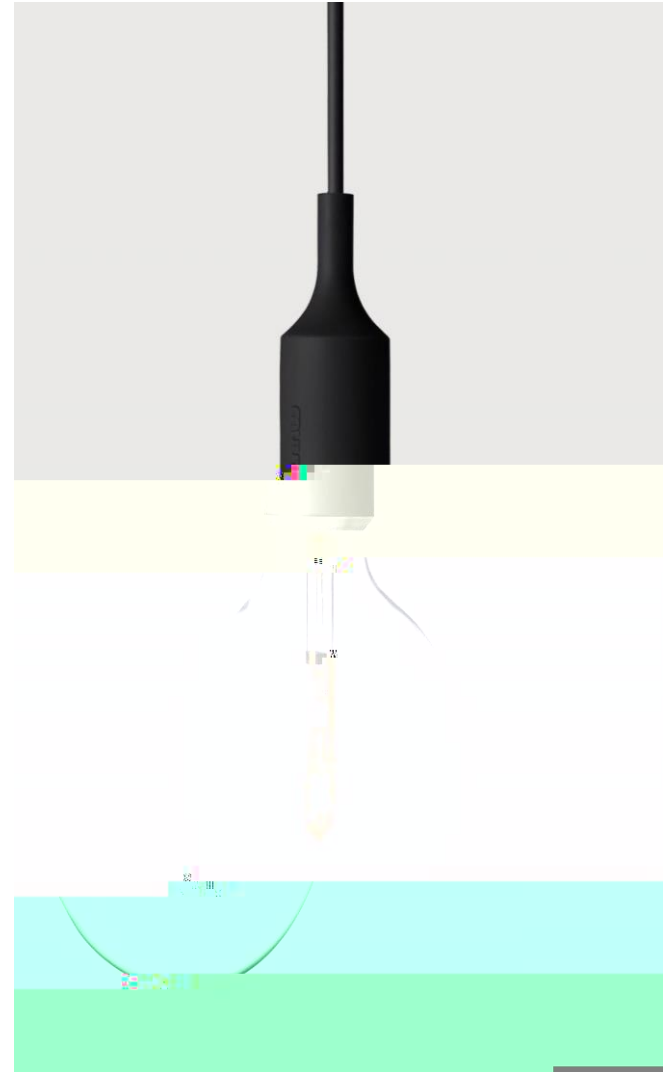
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Safe staffing - what do we mean?

Legally set staffing limits to provide care safely

Ø 1 childminder: X children (<8 yrs)

Ø 1 Nurses (RNs): Y patients



How many patients per RN is safe?



400-1,200 more deaths than expected; patient neglect

Why?

-> Independent Inquiry 2010-2013 (Sir Robert Francis QC)

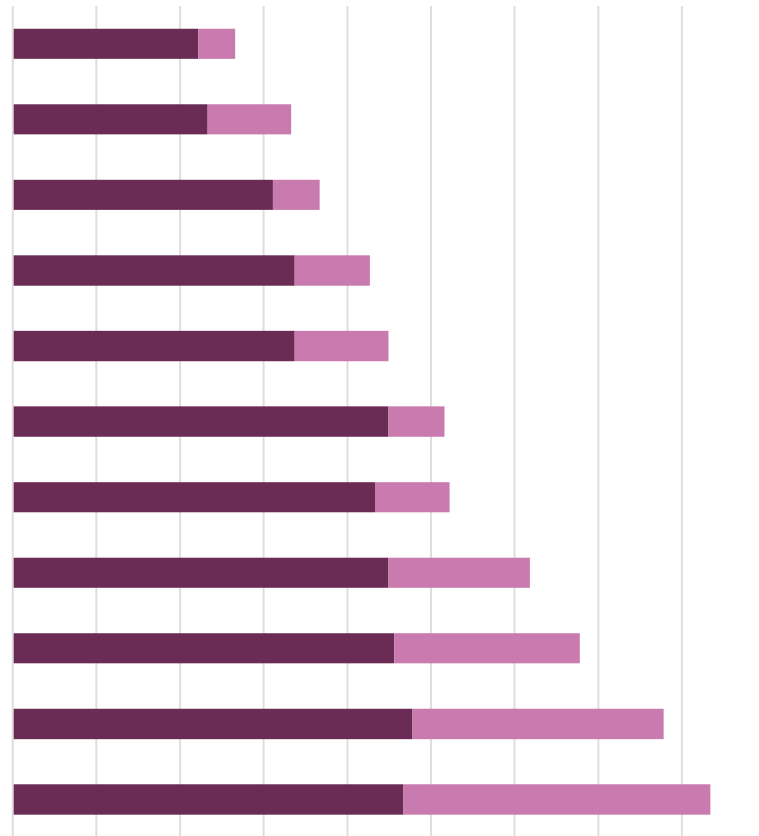
So much of what goes wrong in our hospitals is likely, and indeed it was

THE RESEARCH

Q1. How have safe staffing policies been implemented?

Q2. W

Percentage that report policies as having been helpful/very helpful in achieving safe staffing

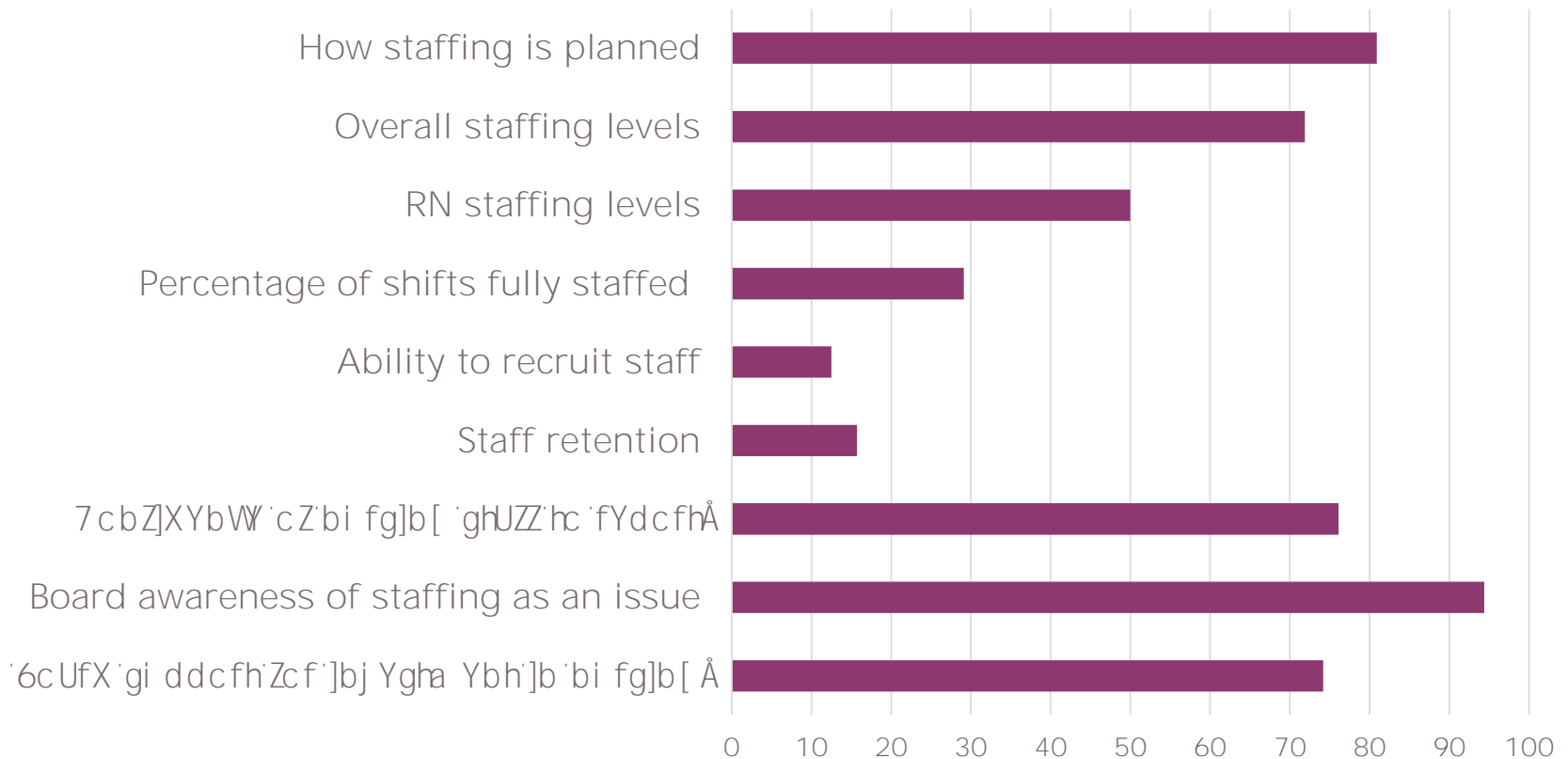




Patient numbers
also increased; no net
increase in RN staffing
per patient

1:8 is the nurse staffing level NICE clinical guideline (2014)
identified as being associated with increase risk of harm
to patients - which should prompt review

Aspects of nurse staffing that Directors of Nursing report have (n=89)



We've got a virtual storm of financial pressures, increased demand, difficulties finding staffing, and pressure on the service to continue delivering

STUDY CONCLUSION

“ Safe staffing policy led by the Department of Health was not ma

Policies need checks & balances

Many inquiries have delivered valuable legislative and
overall, the formal checks and procedures we
have in place to ensure that public inquiries
lead to change are inadequate

Norris and Shephard (2017)

