SAFE STAFFING POLICY IMPLEMENTATION

THE RESEARCH
How have safe staffing policies been implemented in NHS acute hospitals in England and what impact have they had?

PRE-FRANCIS

So much of what goes wrong in our hospitals is likely, and indeed it was, in many regards, the case in Stafford, due to there being inadequate numbers of staff, either in terms of numbers or skills.

Sir Robert Francis, 2013

POLICY RESPONSE TO THE FRANCIS INQUIRY (2013)

National Quality Board
Principles Trusts are expected to use to plan staffing

NICE safe staffing guidelines
Guideline safe staffing for adult acute wards

Data Transparency
Wards to display RN numbers

Safer Nursing Care Tool
Endorsed by NICE for use on general acute wards to plan nursing numbers

THE IMPACT

Increase in Registered Nurses and RNAs since 2012

74% Directors of Nursing say Board support for nursing workforce has improved

94% Board awareness of staffing as an issue has improved

Accountability for providing safe staffing is now-part of the culture in the Trust at every level of the organisation

PATIENTS FIRST AND FOREMOST
Department of Health 2013

Better systems for planning in Trusts
Use of SNCT and electronic rostering
Staffing reviewed every 6 months at least

74%

74%

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

Sir Robert Francis, 2017

RESEARCH CONCLUSION
"Safe staffing policy led by the Department of Health has not been matched by Treasury commitments and national workforce plans, leaving NHS Trusts with the responsibility for safe staffing, but without sufficient RNs to deliver it.”