Background and Context

During the economic crisis, there was a reduction in nursing staff in Ireland, the UK and many other countries. This, combined with an ageing population has created a greater demand for nursing care in hospitals, leading to a global shortage of nurses and staff shortages can be predictive of job dissatisfaction, intention to leave and burnout (Rafferty et al., 2007). Inadequate nursing levels can have a detrimental impact on patient care and has been associated with mortality, hospital acquired pneumonia, sepsis, and falls (Kane et al., 2007; Griffiths et al., 2016). Safe staffing levels have been identified as a key factor for patient outcomes and patient safety in a number of reports (HIQA, 2012, 2013; Francis Report, 2013). Safe nurse staffing requires that there are an adequate number of nurses in right place, at the right time and with the right skills to meet patient needs (Drennan et al., 2018).

Ireland is no exception to the issue of understaffing in our clinical settings. Between 2008 and 2016 there was a reduction of 4.8% in the public-sector nursing workforce, largely as a consequence of employment control implemented during the economic recession. As with other developed countries (Aiken et al. 2012), retention of nurses in Ireland remains problematic with a turnover rate of 7.9% amongst staff nurses; higher than the overall national health workforce turnover rate of 6.5% (HSE, 2016). While there has been some recovery in numbers, 1.2% increase in the nursing workforce (Department of Health 2017), there remain constant media reports of poor patient care, long waiting times, patients on trolleys in emergency departments and overcrowding.

Ireland's nurse staffing levels have typically been determined by legacy and has never used a scientific approach e.g. a particular ward was previously staffed with 20 nurses and remains at this level despite changes in environment and patient profile. The RN4Cast, a large study of nurse staffing in 15 European countries, highlighted the nursing problems in Ireland such as high levels of job dissatisfaction (Scott, 2013). In response to this report and the Francis (2013) Report in the UK, the Framework for Safe Nurse Staffing and Skill-Mix in General and Specialist Medical and Surgical Care Settings (Department of Health 2018) was developed; this has revolutionised the approach to nurse staffing in Ireland. Within this Framework, nursing hours per patient day (NHPPD), a scientific approach, is used to determine the staffing requirement taking patient acuity and dependency into account. It also recommends that 80% of patient care is delivered by registered nurses, with the remaining proportion delivered by healthcare assistants, and further recommends that the ward manager should assume a managerial/ leadership role without carrying a patient caseload. A team of researcher in UCC are measuring the impact of the implementation of the Framework on both patient and staff outcomes.

The aim of this symposium is to investigate the national and international issue of workforce planning for safe nurse staffing.

Confirmed Speakers

Professor Linda Aiken
Title: Impact of Nursing on Patient Outcomes: International Evidence

Linda H. Aiken, PhD, The Claire Fagin Professor of Nursing, Professor of Sociology, Director of Center for Health Outcomes and Policy Research, and Senior Fellow of the Leonard Davis Institute of Health Economics at the University of Pennsylvania, Philadelphia, USA. Dr. Aiken conducts research on the use of performance measures to demonstrate relationships between health care workforce factors and patient outcomes in over 30 countries. She is the author of more than 300 scientific papers. She is co-director of RN4CAST and Magnet4Europe, each funded by the European Commission. She is an elected member of the US National Academy of Medicine, a former President of the American Academy of Nursing, and an Honorary Fellow of the Royal College of Nursing. She is the recipient of the Christiane Reimann Prize from the International Council of Nurses and was an Inaugural Member of the International Nurse Researcher Hall of Fame of Sigma Theta Tau International.

Professor Walter Sermeus
Title: The strategic direction in Europe for strengthening nursing and midwifery

Professor Sermeus is professor of healthcare management, Leuven Institute for Healthcare Policy, University of Leuven KU Leuven, Belgium. He is Program Director of the Master in Health Care Policy & Management and the Frances Bloomberg International Distinguished Visiting Professor, University of Toronto, Canada in 2015-16. He holds a PhD in Public Health, a MSc in Biostatistics, a MSc in Healthcare Management and a Nursing Sciences and a BA in Nursing. He was European coordinator of the EU-FP7 RN4CAST-project, measuring Nurse Forecasting in Europe 2009-2011. He is fellow of the European Academy of Nursing Science, American Academy of Nursing, Royal Society of Medicine in Belgium and the UK.

Dr. Chiara Dall'Ora
Title: The impact of 12-hour shifts and the implication for practice.

Dr. Dall'Ora's work mainly entails designing and performing large workforce studies using quantitative routinely collected data. She is part of the Workforce Theme in Health Sciences in Southampton University, a group with expertise in extracting, linking and analysing such data in the NHS. Dr. Dall'Ora qualified as a Registered Nurse in Italy and, after pursuing a MSc in Nursing and Midwifery Sciences, she completed her PhD within Health Sciences in 2017. Her thesis was about nurses' shift work and job performance. She analysed a large dataset of nurses' shifts from an NHS Trust using multilevel techniques, and her study was the first to find that working 12-hour shifts is associated with higher sickness absence for nurses using objective data.

Professor Anne Scott

Title: A nursing workforce under strain -RN4CAST Ireland   (2009 – 2011)?

Professor Scott is Vice President for Equality and Diversity at the National University of Ireland, Galway. She has also worked as an academic and academic leader in Higher Education Systems in Ireland and the UK. Professor Scott worked as Full Professor and Head of School at Dublin City University (DCU), and following that, as Deputy President and Registrar of DCU. She was a member of the RN4Cast team researching the nursing workforce in Europe and led the Irish arm of the Rn4Cast. Professor Scott is also on the Irish Department of Health Taskforce on Nurse Staffing and has extensive experience and knowledge of the Irish healthcare system.

Professor Jonathan Drennan

Title: The Impact of an Intentional Change to Nursing Staffing on Patient, Nurse and Organisational Outcomes: Results from a Programme of Research into Safe Nurse Staffing in Ireland

Professor Drennan currently holds the Chair of Nursing and Health Services Research at University College Cork. He is registered in the general, psychiatric, learning disability and tutors' divisions of the Nursing and Midwifery Board of Ireland Register and his main area of clinical practice was emergency nursing. Professor Drennan has experience of a wide-range of research areas including: clinical research, research into higher education, evaluation of health service initiatives, older persons' research, sexual health, women's health, psychometrics and research methods and, mental health research. He is a key member on the Taskforce for Safe Staffing and Skill-Mix in Ireland and is the Principal Investigator on the implementation of the *Framework*. He developed and implemented the approach used in the development of a programme of research in safe nurse staffing in Ireland.

Dr. Rachel Kenna and Ray Healy

Title: The impact of evidence on policy and implementation of policy changes to nurse staffing

Dr Rachel Kenna is the Deputy Chief Nursing Officer in the Department of Health for nursing policy on Safe Staffing and Skill-mix. Prior to her role in the Department of Health she worked, as CNM and then ADON in Our Lady's Children's Hospital, Crumlin before becoming Director of Nursing.

Ray Healy is the Project Officer in the Department of Health for nursing policy on Safe Nurse Staffing and Skill-Mix. Prior to his role in the Department of Health, he was Quality Manager in St, James' Hospital, CNM2 and Clinical coordinator.

Travel and Accommodation Information

The symposium will be held in Brookfield Health Sciences Complex, in University College Cork. All information on travelling to UCC, including maps of the campus, can be found at this link
https://www.ucc.ie/en/discover/visit/getting-here/

If using google maps, Brookfield Health Sciences Complex can be found at this here
https://www.google.ie/maps/place/UCC+Brookfield+Health+Sciences+Complex/@51.8913573,-8.5030991,17z/data=!3m1!4b1!4m5!3m4!1s0x4844902ee5ca8f99:0xbd7c5c5751cb17c6!8m2!3d51.8913573!4d-8.5009104?hl=en

If you require accommodation, the University has a list of recommendations, all listed at the following link. https://www.ucc.ie/en/media/academic/history/AccommodationnearUniversityCollegeCork.pdf